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ABSTRACT

Blacks, Hispanics, and women are more likely to be unemployed or underemployed than white males, regardless of economic conditions. This conclusion was drawn from an analysis of data gathered from the March Current Population Survey for the years 1971 through 1980, the Dictionary of Occupational Titles, and state and local unemployment rates supplied by the Bureau of Labor Statistics. The data were analyzed to determine whether factors other than discrimination could account for the disparities. These factors included economic expansions and contractions that might disproportionately affect some groups; regional and industrial variations in the economy; and individual factors, such as education, training, and age, that vary among groups. Disparities with employment rates of white males in the same areas or industries, however, remained fairly constant. Individual factors, such as education, training, and age, were found to play a part in the unemployment and underemployment rates, but only as minority groups tended to be younger and less educated and, therefore, more often unemployed than white males. When white males and minority males had the same education and were in the same age group, however, the minority males still tended to be unemployed or underemployed more often. White females had less unemployment than white males, but were more likely to be employed in lower-paying jobs. The study indicates that a greater effort is needed to end the discrimination that contributes to these statistics and to provide more equal job opportunities for all. (KC)

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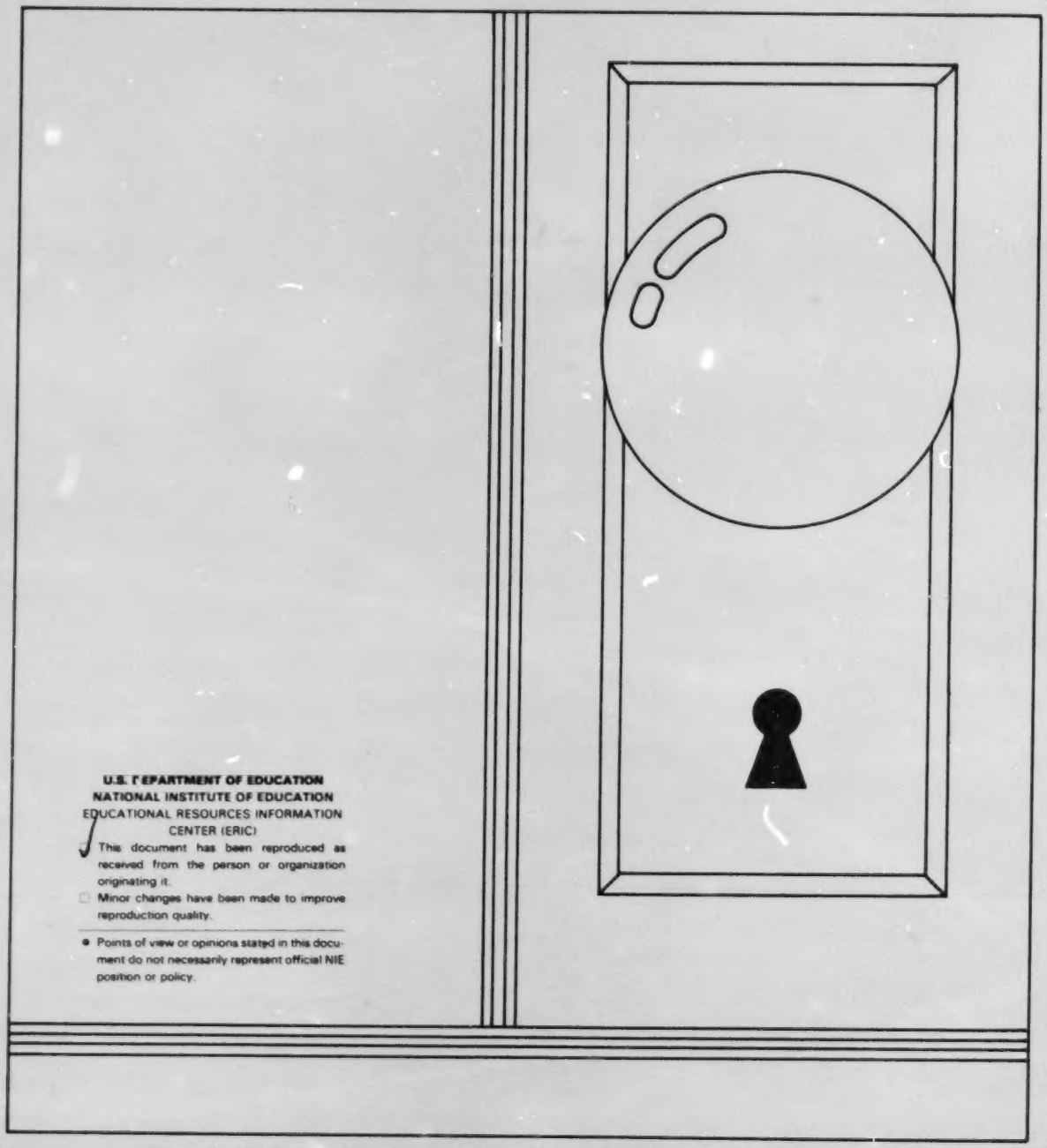

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Contents

1. Introduction 1
2. The Extent of Disparities in Unemployment and Underemployment 4
3. Cyclical Trends in Unemployment and Underemployment 12
4. Variations by Location and Industry 28
5. Variations by Individual Characteristics 40
6. Conclusion 55

Further Observations of the Commissioners 58

Appendices

A. Methodology 60
B. Rates of Unemployment and Underemployment as Ratios to Majority Male Rates 83

Tables

2.1 Unemployment and Underemployment by Race and Ethnic Group and Sex, March 1980 5
3.1 Selected Characteristics of the Poverty Population, 1978 22
4.1 Unemployment and Underemployment by Race and Ethnic Group and Sex, and by Metropolitan Residence, March 1980 30
4.2 Unemployment and Underemployment by Race and Ethnic Group and Sex, and by Region of Residence, March 1980 33
4.3 Unemployment and Underemployment by Race and Ethnic Group and Sex, and by Local Unemployment Rate, March 1980 36
4.4 Unemployment and Underemployment by Race and Ethnic Group and Sex, Standardized by Industry, March 1980 39
5.1 Unemployment and Underemployment by Race and Ethnic Group and Sex, and by Education, March 1980 43
5.2 Unemployment and Underemployment by Race and Ethnic Group and Sex, and by General Educational Development, March 1980 45
5.3 Unemployment and Underemployment by Race and Ethnic Group and Sex, and by Specific Vocational Preparation, March 1980 48
5.4 Unemployment and Underemployment by Race and Ethnic Group and Sex, and by Age, March 1980 51

Figures

3.1 Unemployment Rates, 1971–80 15
3.2 Intermittent Employment, 1971–80 18
3.3 Involuntary Part-Time Employment, 1971–80 19
3.4 Marginal Jobs, 1971–80 21
3.5 Workers in Poverty Households, 1971–80 24
3.6 Overeducation, 1971–80 25
4.1 Percentage Unemployed and Underemployed, by Metropolitan Residence 31
4.2 Percentage Unemployed and Underemployed by Region of Residence 34
4.3 Percentage Unemployed and Underemployed by Local Unemployment Rate 37
5.1 Percentage Unemployed and Underemployed by Educational Attainment 44
5.2 Percentage Unemployed and Underemployed by General Educational Development 46
5.3 Percentage Unemployed and Underemployed by Specific Vocational Preparation for Employment 49
5.4 Percentage Unemployed and Underemployed by Age 52

Chapter 1

Introduction

The lack of adequate employment for many of this Nation's citizens has become a problem of considerable national concern. For minorities and women, who have traditionally been discriminated against in the labor market, employment problems have become critical. A 1980 survey of the National Urban League found that unemployment is "unequivocally" the number one problem in the black community.[1] In 1982, with one out of every eight Hispanics, and nearly one out of every five blacks, officially counted as "unemployed,"[2] problems of employment have become greater than ever.

Although much has been written about employment problems during the 1981–82 recession, the crucial role of employment in securing equal benefits of citizenship has long been recognized. In 1968 the Kerner Commission studied the causes of racial disturbances in American cities and concluded that lack of adequate employment was of "critical significance."[3] The report stressed the role of employment:

> The capacity to obtain and hold a "good job" is the traditional test of participation in American society. Steady employment with adequate compensation provides both purchasing power and social status. It develops the capabilities, confidence, and self-esteem an individual needs to be a responsible citizen and provides a basis for a stable family life.[4]

Civil rights organizations have also emphasized the key role of jobs. In the words of Vernon Jordan, former president of the National Urban League:

> It is too often forgotten that the 1963 March on Washington was for more than just abstract rights. It was for jobs and freedom. To a large extent, we won the freedoms, but we still do not have the jobs. There are today half a million more black people unemployed than at the time of the March on Washington. . . .
>
> Despite some gains in employment and education, the masses of black people did not witness significant changes in their lives because of the rights they won in the 1960s. We were poor then, we're poor today; we were disadvantaged then, we remain so today. . . .[5]

Social scientists also have noted that adequate employment is critical for minorities. In *The Chicano Worker,* Vernon M. Briggs, Jr., Walter Fogel, and Fred H. Schmidt discuss the link between adequate employment and full participation in other aspects of American society:

> . . .Chicanos are becoming increasingly aware of the problems they face in their efforts to obtain an equitable share of the benefits of American society—problems of schooling, housing, health, employment, social status, and cultural identity. . . .
>
> One of the greatest needs of Chicanos is improvement in their labor-market experiences—better jobs and incomes.

[1] National Urban League, Inc., *Initial Black Pulse Findings* (Bulletin no. 1, August 1980).

[2] In June 1982, the unemployment rate for blacks was 18.5 percent; for Hispanics, 13.5 percent; and for whites, 8.4 percent. Most Hispanics are included with "whites." More information on official unemployment statistics is provided in chapter 2 of this report. U.S., Department of Labor, Bureau of Labor Statistics, "The Employment Situation: April 1982," *News,* May 1982.

[3] U.S., National Advisory Commission on Civil Disorders, *Report* (1968), p. 124.

[4] Ibid.

[5] Vernon E. Jordan, Jr., speech before the National Press Club, Feb. 14, 1979.

Good jobs with adequate incomes help to provide better schooling, health, and other benefits.[6]

The struggle for employment equality affects women as well as minorities; it is central to the battle against sex discrimination. Economist and former Secretary of Commerce Juanita Kreps has noted that "the most glaring complaints have to do with. . .employment. . . ."[7] Janet Norwood, Commissioner of the Bureau of Labor Statistics, has noted that women have higher unemployment rates than men "in good times as well as bad."[8]

Federal legislation has played a crucial role in the progress of minorities and women toward equality in employment. Title VII of the Civil Rights Act of 1964 prohibits discrimination based on race, color, religion, sex, or national origin in all employment practices, including hiring, firing, promotion, compensation, and provision of benefits.[9] The Equal Pay Act prohibits employers from maintaining different pay scales for men and women who perform "equal work."[10] These laws have challenged longstanding practices of limiting employment opportunities for minorities and women. Discrimination on the basis of race, sex, and national origin in virtually all phases of employment is now illegal.

Despite these laws, however, there is ample evidence that minorities and women continue to lag well behind majority[11] males in their employment status. In 1978 the U.S. Commission on Civil Rights documented widespread inequalities in the labor force.[12] Minorities and women were more often unemployed than majority males. Employed minorities and women were more often in less remunerative occupations than were majority males. Similary, minorities and women more frequently had higher levels of formal education than their jobs required compared with majority males.[13] Recent statistics from the U.S. Department of Labor make clear that women, blacks, and Hispanics remain disadvantaged in the labor market.[14] Comparable data from the Department of Labor for other minority groups are not available.[15]

The purpose of this report is to examine the status of minorities and women compared with majority males in terms of unemployment and several forms of underemployment in the labor market. Unemployment is a serious burden for individuals and families. In addition to the obvious problem of no earnings, unemployment has been found to be associated with a range of personal, emotional, and even physiological problems.[16] According to Johns Hopkins University sociologist Harvey Brenner, a 1.4 percent increase in the unemployment rate has been associated with a 5.7 percent increase in the suicide rate, a 4.7 percent increase in admissions to State mental hospitals, and an 8.0 percent increase in homicides.[17]

Unemployment is a highly visible problem. Less visible is the problem of underemployment. People who are underemployed have jobs, but their jobs fail to use or to compensate adequately their abilities, education, or willingness to work. This report develops and examines several indicators of underemployment—intermittent employment, involuntary part-time employment, overeducation, marginal jobs, workers in poverty households, and inequitable compensation. In all cases, the proportions of Hispanic and black males and females and majority females who are unemployed and underemployed are contrasted with the proportions of majority males in similar situations, to assess the extent of disparity in the labor force.

Historically, employment disparities have resulted from discrimination in the labor market. Although discrimination in employment is illegal, the long history of discrimination has not been readily put

[6] Vernon M. Briggs, Jr., Walter Fogel, and Fred H. Schmidt, *The Chicano Worker* (Austin: University of Texas Press, 1977), p. xiv.

[7] Juanita Kreps, *Sex in the Marketplace: American Women at Work* (Baltimore: John Hopkins Press, 1971), p. viii.

[8] Janet Norwood, speech before the Industrial Relations Society of New York, reprinted in *Daily Labor Review*, Apr. 29, 1982, p. E–1.

[9] 42 U.S.C. §S2000e–2(a)(1976).

[10] 29 U.S.C. §S206(d)(1)(1976).

[11] The term "majority" is used for convenience in this report. It is equivalent to the term "white, not of Hispanic origin," since white Hispanics are classified as Hispanic. Similarly, the term "black" means "black, not of Hispanic origin." By this definition, any one individual can be classified into only one race or ethnic category.

[12] U.S., Commission on Civil Rights, *Social Indicators of Equality for Minorities and Women* (1978), p. 86.

[13] Ibid.

[14] U.S., Department of Labor, Bureau of Labor Statistics, "Employment in Perspective: Minority Workers," Report no. 652 (1981), table A; U.S., Department of Labor, Bureau of Labor Statistics, "Employment in Perspective: Working Women," Report no. 653 (1981), p. 2.

[15] The sample used by the U.S. Department of Labor to develop the unemployment statistics is too small to provide reliable estimates for all minority groups. In 1978 the Commission recommended that the Department enlarge the sample, or redesign it, to include better information on all groups. *Social Indicators of Equality*, p. 93.

[16] Steven S. Mick, "Social and Personal Costs of Plant Shutdowns," *Industrial Relations*, vol. 14 (1975), pp. 203–08.

[17] U.S., Congress, Joint Economic Committee, *Estimating the Social Costs of National Economic Policy: Implications for Mental and Physical Health, and Criminal Aggression*, 94th Cong., 2d sess., 1976, p. vii.

aside. The Commission has previously stated that discrimination should be viewed as an interlocking process of attitudes and actions, some seemingly neutral, that continue to disadvantage minorities and women.[18] For example, hiring officials, who have traditionally been majority males, may rely on "word-of-mouth" recruiting, with the result that few minorities or women are considered for vacancies. Guidance counselors may steer minorities and women into nonacademic curricula. Organizations may discriminate through the use of well-established rules, policies, and practices that are neutral on their face but discriminatory in effect. Seniority rules, for instance, are often applied to jobs historically held by majority males and make minorities and females more subject to layoff and less eligible for advancement. Restrictive leave policies often make full-time employment difficult for heads of single-parent families, who are usually women. Minorities and women may also be the victims of structural discrimination, in which discrimination in one area leads to unequal opportunity in other areas. For example, discrimination in education may deny minorities and women the career-oriented credentials to get well-paying jobs; lack of good jobs denies minorities the economic resources needed to move to areas with better schools.[19]

This report examines the nature and extent of employment disparities; it also examines statistically several factors other than discrimination that could have caused those disparities. This report cannot make a determination that discrimination is a contributing factor, because the statistical analysis presented here is based only on quantitative labor market information. Quantitative evidence alone cannot be used to determine the role of discrimination in producing disparities; such a determination requires a qualitative analysis of the behaviors, motivations, and patterns that caused the statistical disparities.[20] Because nationwide data on behaviors, motivations, and patterns are not available, the exact role of discrimination cannot be measured here. Instead, statistical analysis is presented to determine the extent of the disparities. Pervasive employment disparities may indicate that discrimination is continuing.[21]

Data are available to analyze statistically two possible causes of disparities other than discrimination. One possible cause is poor economic conditions. According to this line of reasoning, the best way to eliminate employment disparities is to improve the overall health of the economy.[22] Chapter 3 examines employment disparities over the past decade, through recessions and expansions, to assess the effect of economic changes on the disparities.

Second, differences in the employment status of minorities and women may be due to their demographic characteristics, which differ in key respects from those of majority males.[23] Blacks, Hispanics, and women often have less vocational training, for example, and blacks and Hispanics have lower levels of education than majority males. Blacks and Hispanics are also younger, on the average, than the majority population. Geographic location, too, affects employment, and blacks and Hispanics tend to live in central cities in the older, industrial regions at a time when the greatest growth is said to be in the "Sunbelt" regions. The effects of these demographic factors on unemployment and underemployment disparities are discussed in chapters 4 and 5.

As noted above, the role of discrimination, if any, cannot be statistically ascertained. If, however, disparities are persistent, and the other possible causes described above are shown to be inadequate explanations, this would serve as a basis for hypothesizing that discrimination continues.

[18] U.S., Commission on Civil Rights, *Affirmative Action in the 1980s: Dismantling the Process of Discrimination* (1981), p. 13.
[19] Ibid., pp. 8–13.
[20] Ibid., p. 3.
[21] Ibid., p. 2.
[22] For example, see Edward C. Banfield, *The Unheavenly City Revisited* (Boston: Little, Brown and Co., 1974), pp. 104–05.
[23] Demographic factors and employment are discussed in Thomas Sowell, *Markets and Minorities* (New York: Basic Books, 1981), pp. 7–17, as well as in other sources cited in chaps. 4 and 5.

Chapter 2

The Extent of Disparities in Unemployment and Underemployment

This chapter examines levels of disparities in the labor force by presenting several statistical indicators of unemployment and underemployment for majority males, minorities, and women. (The disparities presented here are analyzed in greater detail in the following three chapters.) Some of these indicators are standard statistical measures frequently reported by the Department of Labor's Bureau of Labor Statistics (BLS); others have been developed specifically for this report. The Current Population Survey (CPS), conducted monthly by the Bureau of the Census, is the data set used for these statistics. The CPS data are used by the BLS to provide the monthly employment and unemployment statistics, and are widely used by analysts as a barometer of the state of the economy. The CPS is the only current data set large enough to develop measures of underemployment for minority groups.[1]

Unemployment

With the amount of publicity given to unemployment and the importance of the problem for individuals and the economy, it might be presumed that very precise information is available on the extent of unemployment for the Nation and in all major segments of the economy. In fact, however, unemployment is not simple to define or measure. Any calculation of the rate of unemployment in the labor force will be influenced greatly by the way unemployment is defined and by the research procedures used to estimate or count the persons fitting the definition.[2] The official U.S. unemployment rates are published by the Bureau of Labor Statistics and are based on the following statistical definition:

> People are classified as unemployed, regardless of their eligibility for unemployment benefits or public assistance, if they meet all of the following criteria: They had no employment during the survey week; they were available for work at that time; and they made specific efforts to find employment sometime during the prior 4 weeks. Also included among the unemployed are persons not looking for work because they were laid off and waiting to be recalled and those expecting to report to a job within 30 days.[3]

This definition of the unemployed does not include all jobless persons, however. Many people, including a disproportionate number of minorities and women, are not working yet are not counted as unemployed because they are "not in the labor force." People not

[1] One disadvantage of the CPS data is that it is impossible to create separate tabulations for many minority groups, including Asian and Pacific Island Americans, Alaskan Natives, and American Indians. Individuals in these data are classified as Hispanic or non-Hispanic and as black, white, or "other." A previous Commission report, *Social Indicators of Equality for Minorities and Women* (1978), used different data sets to present employment information on American Indians, Japanese Americans, Chinese Americans, and Filipino Americans in addition to black, Mexican American, Puerto Rican, and majority groups. The data presented in that report were based on a 1976 survey, and the 1960 and 1970 censuses, which provided more limited employment information than the CPS.

[2] For a discussion of several different definitions of unemployment (such as long-term unemployment, temporary unemployment, and turnover unemployment), see Robert S. Goldfarb, "Measuring Types of Unemployment: Implications for Unemployment Statistics," in National Commission on Employment and Unemployment Statistics, *Counting the Labor Force* (1979), app. vol. 1, pp. 100–21.

[3] U.S., Department of Labor, Bureau of Labor Statistics, "The Employment Situation, November 1981," *Bureau of Labor Statistics News*, Dec. 4, 1981.

Table 2.1
Unemployment and Underemployment by Race and Ethnic Group and Sex, March 1980

	Males			Females		
	Majority	Black	Hispanic	Majority	Black	Hispanic
Number in the labor force (in thousands)	50,363	5,227	3,329	36,668	4,928	2,035
Percentage of the labor force						
Unemployed	6.0%	13.0%	8.1%	5.6%	13.0%	10.3%
Underemployed through:						
Intermittent employment	5.3	11.5	9.0	4.0	8.1	7.4
Involuntary part-time work	2.7	5.0	5.7	3.6	6.1	5.5
Marginal jobs	5.3	11.9	11.2	13.9	21.7	18.5
Workers in poverty households	2.1	4.5	5.4	1.8	6.7	3.6
Overeducation	23.4	37.0	31.2	20.3	26.2	23.2
Inequitable pay	13.8	19.0	18.9	27.0	29.1	30.0
Neither unemployed nor underemployed	65.2	46.9	58.3	55.4	39.1	48.6

This table can be read as follows: in March 1980, there were 50,363,000 majority males in the labor force. Of these, 6.0 percent were unemployed, and 5.3 percent experienced intermittent employment.

Columns cannot be added because some workers experienced more than one form of underemployment.

Source: Commission tabulations of 1980 Current Population Survey, supplemented with information from the *Dictionary of Occupational Titles*. See appendix A for further technical information.

in the labor force may want or need employment, but may not be actively seeking work because of disability, illness, school attendance, home responsibilities, or the belief that there is no work to be found. This point was emphasized by the former chairman of the National Commission on Employment Policy:

> The number of potential job seekers is not the counted six million unemployed but more than three times that number, if one takes into consideration those working part time who want full-time work; those who have become so discouraged that they have ceased to look for work; . . .young people who remain on the school rolls because they know that there are no jobs available for them; and the largest group of all, women at home, many of whom would welcome the opportunity to get a job.[4]

The official unemployment rate is used in this report as a *relative* index of the level of unemployment, rather than as an absolute measure of the full extent of joblessness, because it is the group differences in rates of unemployment and underemployment that are the central issues here. This rate has the advantage of being consistent with that used in other studies. The unemployment rate is created by dividing the number of persons who are jobless and looking for work by the number of persons in the labor force. The labor force is defined as the sum of persons who are working plus those who are not working but are looking for work. An 8 percent unemployment rate, for example, refers to the part of the population either working or looking for work; it does not indicate anything about those who are neither working nor looking for work.

The unemployment rates for March 1980 are displayed in table 2.1.[5] Data for this and the following measures of underemployment are shown as percentages, which are the basis for the discussion in the text.

[4] Eli Ginzberg, *Good Jobs, Bad Jobs, and No Jobs* (Cambridge, Mass.: Harvard University Press, 1979), pp. 185–86.

[5] The 1980 survey was the most recent one available when the computer work was done for this report. Of the 12 monthly variations of the CPS, each having the same core unemployment information, the March survey was selected because it contains additional information related to underemployment. In addition, previous annual surveys provide time series information from 1971 to 1980. This data set meets the requirements of this report for: (a) detailed employment information, (b) a large sample size to allow for separate analysis of blacks and Hispanics (although no data are avilable for other minority groups), and (c) time-series information. Additional information on the data and methods used is contained in app. A.

Ratios, showing the proportion of each group unemployed and underemployed compared with majority males, are shown in appendix B.[6]

The data in table 2.1 show that unemployment does not affect all groups equally. In March 1980, 6.0 percent of majority males were unemployed, about 1 out of 16. By contrast, the percentage of black males out of work was more than double, 13.0 percent, or about 1 out of 8. The percentage of Hispanic males unemployed, 8.1 percent, was considerably above the percentage of majority males. Black and Hispanic women, too, suffered unemployment more frequently than majority men. Black females were unemployed as often as black males (13.0 percent), and 10.4 percent of Hispanic females were out of work, or more than 1 out of 10.[7]

Only majority females had a lower unemployment rate than majority males, for two reasons. First, majority females continue to be concentrated in three occupations—secretaries, nurses, and teachers.[8] In two of these occupations, secretaries and nurses, the demand for workers has continued to exceed the supply, due to low wages and poor working conditions. Second, majority women are more likely than members of other groups to stop actively looking for work when it becomes unavailable. As a result, majority females are more often classified as "not in the labor force" and are, therefore, not counted as unemployed.[9]

Underemployment

The concept of underemployment has received considerable attention by the Federal Government, as well as in scholarly and popular publications, even though no official government definition of underemployment exists. The dictionary definition of "having less than full time or adequate employment" reflects a lay consensus that exists on the essential components of underemployment.[10]

Some implications of the nature and extent of underemployment were recognized by the Kerner Commission:

> Even more important perhaps than unemployment is the related problem of the undesirable nature of many jobs open to Negroes. Negro workers are concentrated in the lowest-skilled and lowest-paying occupations. These jobs often involve substandard wages, great instability and uncertainty of tenure, extremely low status in the eyes of both the employer and employee, little or no chance for meaningful advancement, and unpleasant or exhausting duties. . . .The concentration of male Negroes at the lowest end of the occupational scale is. . .the single most important source of poverty among Negroes. It is even more important than unemployment,. . .[11]

One aspect of underemployment that increases the effect on workers and their families is its duration. Whereas unemployment is often temporary, lasting less than a few months for most individuals,[12] underemployment can be permanent. A person can be underemployed for an entire worklife by being intermittently employed. employed part time involuntarily, marginally employed, working for poverty wages, being overeducated for a job, or by being paid inequitably.

In the discussion that follows, several forms of underemployment are examined, each relating to a different aspect of work. Statistics are presented to establish degrees of disparity among blacks, Hispanics, and majority females compared to majority males. The primary objective is to identify the underemployed and to see how employment problems are distributed among groups. The percentages of each group experiencing the various forms of underemployment are shown in table 2.1.

Intermittent Employment

Intermittent workers are individuals who experienced a significant amount of unemployment during the previous year and, therefore, do not have a stable

---

[6] Although ratios and percentage differences are often used to make systematic group comparisons, the description of the rates of unemployment and underemployment in this report uses comparison of percentages. Ratios and percentage differences can be influenced by both the size of the disparity and the size of the percentages and must be interpreted with caution. Ratios and further information on the procedure are provided in appendix B.

[7] Some economists have suggested that higher unemployment rates for minorities are due in part to the larger percentage of minority youths in the labor force. For a discussion of how age affects unemployment, see chap. 5.

[8] In 1980 the occupations with the largest number of white females were "nurses, dieticians and therapists," "teachers, except college and university," and "secretaries." (Hispanic females are included with "white" females; separate data on Hispanics are not available.) U.S., Department of Labor, Bureau of Labor Statistics, *Employment and Earnings, January 1981* (1981), table 23.

[9] Nancy S. Barrett, "Women in the Job Market: Unemployment and Work Schedules" in *The Subtle Revolution*, ed. Ralph E. Smith (Washington, D.C.: The Urban Institute, 1979), pp. 66–68.

[10] *Webster's New Collegiate Dictionary* (1975), p. 1274.

[11] U.S., National Advisory Commission on Civil Disorders, *Report* (1968), pp. 124–25.

[12] In 1980 the average length of time a worker was unemployed was 13.4 weeks. The average for whites (including Hispanics) was 12.8 weeks, for blacks and other races, 15.3 weeks, and for Hispanics, 12.4 weeks. U.S., Department of Labor, Bureau of Labor Statistics, *Employment and Earnings, January 1981*, p. 72, table A.65.

work history. Specifically, persons are defined as intermittently employed if they were unemployed at least 15 weeks or had at least three separate spells of unemployment during the past year.

Persons intermittently employed may experience several hardships. First, they have little opportunity to obtain seniority, and their earnings suffer as a result. Second, an unstable work history is often associated with difficulty in obtaining or keeping employment in the future.[13] Traditionally, minorities have experienced higher levels of intermittent employment than majority males, in part because minorities are employed in industries more subject to frequent layoffs[14] and in part because, regardless of industry or occupation, they are more likely than majority males to be laid off.[15]

Table 2.1 shows that majority males and females work intermittently much less frequently than Hispanics and blacks. The percentage of Hispanic males who were intermittent workers in March 1980, for example, (9.0 percent) is almost double the percentage of majority males (5.3 percent). Black males worked intermittently at an even higher rate (11.5 percent). Black females and Hispanic females, too, experienced higher levels of intermittent employment than majority males (8.1 percent and 7.4 percent, respectively). Only majority females had a lower rate of intermittent employment than majority males. As noted earlier, majority females have a lower unemployment rate than majority males because they tend to be occupationally segregated in jobs that are relatively plentiful. They also tend to leave the labor market sooner when the supply of jobs is low. A similar phenomenon is likely to operate with respect to the intermittent employment measure because the measures are similar.

Involuntary Part-Time Employment

Some workers are partly unemployed. These "involuntary part-time workers" have jobs and are, therefore, not counted among the unemployed, but they work less than a full workweek due to economic factors beyond their control. Unlike workers who are intermittently employed, involuntary part-time workers experience some unemployment each week. Workers in the Current Population Survey who reported working less than 35 hours were asked why they worked less than full time. Those who gave economic reasons, such as material shortages, slack work, partial layoffs, or an inability to find full-time work, are considered involuntary part-time workers.[16] Involuntary part-time work can leave workers doubly disadvantaged: they are not eligible for unemployment benefits because they are employed, but because they do not work full time their earnings may not be adequate for their needs.[17]

Involuntary part-time workers are most often found in clerical jobs, retail sales, and services.[18] Traditionally, minorities and women have been disproportionately represented in these occupations, and they have been overrepresented among involuntary part-time workers.[19]

Table 2.1 shows that minorities and women are more likely to be employed part-time involuntarily than majority males. In March 1980 involuntary part-time work affected 2.7 percent of majority males and 3.6 percent of majority females. The percentage of Hispanics and blacks who were involuntarily working part time was roughly double that of majority males: 5.0 percent of black males, 5.7 percent of Hispanic males, 6.1 percent of black females, and 5.5 percent of Hispanic females.

Marginal Jobs

People employed in marginal jobs represent a different form of underemployment, in that they may work full time all year, yet their jobs offer little chance for advancement or economic incentive. The concept of marginal jobs is used to refer to jobs in the "secondary" labor market. These jobs were described by economists Peter Doeringer and Michael Piore as jobs that "tend to have low wages and fringe benefits, poor working conditions, high labor turnover, little

[13] Sar Levitan, Garth Mangum, and Ray Marshall, *Human Resources and Labor Markets* (New York: Harper and Row, 1976), p. 56.

[14] Eleanor G. Gilpatrick, *Structural Unemployment and Aggregate Demand* (Baltimore: Johns Hopkins Press, 1966), p. 196.

[15] For a discussion of this topic, see U.S., Commission on Civil Rights, *Last Hired, First Fired: Layoffs and Civil Rights* (1977).

[16] Persons who desired part-time work are not included here. Also excluded from this definition are people who worked part time for personal reasons such as illness or vacation.

[17] Teresa A. Sullivan, *Marginal Workers, Marginal Jobs* (Austin: University of Texas Press, 1978), p. 48.

[18] Ibid.

[19] Sylvia Lazos Terry, "Involuntary Part-Time Work: New Information from the CPS," *Monthly Labor Review*, vol. 104 (February 1981), p. 73.

chance of advancement, and often arbitrary and capricious supervision."[20]

Historically, jobs in the secondary labor market have been filled by minorities and women. Because of occupational segregation, potential skills of minorities and women were ignored, and they were relegated to the least desirable jobs. A study of labor supply for the least desirable jobs in the economy noted that in "1910, about 90 percent of the Negro workers were still in the South and nearly three-fourths were confined to the two traditional black occupations of farming and menial service activities."[21] A 1919 study of laundry workers in El Paso, Texas, reported that non-Hispanic workers were given the desirable jobs and Hispanic workers were relegated to the jobs non-Hispanics rejected. This situation was repeated throughout the Southwest.[22] The historical pattern of occupational concentration of women in marginal jobs is also clear and striking. In 1870, for example, 60 percent of all working women were servants or had taken up similar employment; and in 1910, 60 percent were employed in just five occupations.[23]

Discrimination that concentrated minorities and women in marginal jobs was legally sanctioned prior to 1964. For example, a 1963 study of Birmingham, Alabama, listed the following reasons given by managers for limiting *all* blacks to unskilled, low-paid positions:

> [lack of] education and training; the inability to use Negroes where they must meet the public; fear of the reaction of white workers. . .; belief that Negroes lack a sense of responsibility; separate rest rooms would have to be installed; Negro workers are "well suited" to the type of work they are performing and are more productive than whites in jobs requiring a lot of strength, or which are repetitive or require intense heat.[24]

Although the importance of marginal jobs as a form of underemployment has long been recognized, no consensus has been reached on which jobs are "marginal." Marginal jobs are often discussed in abstract terms, such as jobs with low "worker satisfaction" or jobs that are "out of the economic mainstream."[25] Jobs that require little training, however, are commonly included in descriptions of marginal jobs, and this characteristic appears to be crucial. That is, marginal jobs require little, if any, job-specific skills. The analysis in this section defines marginal jobs as those that require 3 months or less of specific vocational training or experience.[26]

The fact that a job requires little or no vocational training or has few or no job skill requirements is especially important, as it has been shown that specific on-the-job training and experience are key determinants both to present earnings and to increasing an employee's value to an employer.[27] Occupations that require fewer than 3 months' training are likely to offer little in the way of present or future earnings potential, are unlikely to have much promotion possibility, and as a result are likely to have high turnover. These jobs were described by economist Harold Wool as the "jobs of last resort,"[28] positions people take, for the most part, not because they want them or because they are lacking in ability, but because they are denied access to better jobs that provide training and opportunities for career advancement. A list of occupations included in the definition of "marginal" is shown in appendix A.

Table 2.1 shows that in March 1980, more than 1 out of 10 black and Hispanic males were in marginal jobs (11.9 percent and 11.2 percent, respectively), more than double the proportion of majority males (5.3 percent). Among women, the percentages are even higher. About one out of five black and Hispanic

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[20] Peter Doeringer and Michael Piore, *Internal Labor Markets and Manpower Analysis* (Lexington, Mass.: Heath Lexington Books, 1971), p. 165.

[21] U.S., Department of Labor, Employment and Training Administration, *The Labor Supply for Lower Level Occupations*, by Harold Wool (Washington, D.C.: Government Printing Office, 1976), p. 15 (hereafter cited as Wool, *Lower Level Occupations*).

[22] Mario Barrera, *Race and Class in the Southwest* (Notre Dame, Indiana: University of Notre Dame Press, 1979), p. 105.

[23] Joseph A. Hill, *Women in Gainful Occupations: 1870 to 1920* (New York: Johnson Reprint Corp., 1972), pp. 33–36. The largest five occupations for women in 1910 were: servants (20 percent), semiskilled miscellaneous operatives in manufacturing (16 percent), laundresses (9 percent), teachers (8 percent), and dressmakers (7 percent).

[24] Langston T. Hawley, "Negro Employment in the Birmingham Metropolitan Area," case study no. 3, in *Selected Studies of Negro Employment in the South*, Report no. 6 (National Planning Association, Committee of the South, February (1963). Cited in Ray Marshall, *The Negro Worker* (Austin: University of Texas Press, 1967), p. 115.

[25] Sullivan, *Marginal Workers, Marginal Jobs*, pp. 13–24.

[26] Excluded from the analysis here are persons in occupations that require fewer than 3 months' training but are relatively well paid (such as airline flight attendants) and persons in occupations that require fewer than 3 months' training but who nevertheless had higher than average earnings for their area. Also excluded were persons who were self-employed. Further information is contained in app. A.

[27] Lester C. Thurow, *Generating Inequality* (New York: Basic Books, 1975), p. 78.

[28] Wool, *Lower Level Occupations*, p. 1.

women (21.6 percent and 18.5 percent) were in marginal jobs, as were about one out of eight majority women (13.9 percent).

Workers in Poverty Households

The number of workers in poverty households shows a different aspect of underemployment in the form of the "working poor." Some individuals work steadily all year, but have household incomes below the poverty level.[29]

Historically, workers in poverty households were more likely to be blacks or Hispanics than majority males for two reasons. First, majority males were usually paid more than those in other groups for doing identical or similar work.[30] Second, as discussed above, blacks and Hispanics were subject to legally sanctioned discrimination, which restricted their moving into high-paying occupations. Recent studies have found that male and female Hispanics and blacks continue to be more often in low-paid occupations than majority males.[31] These two factors have resulted in a higher proportion of blacks and Hispanics who work but remain in poverty compared with majority males.

The measure used here defines workers in poverty households as persons who remained below the Federal poverty level even though they worked at least 9 of the preceding 12 months. Unlike the other measures of underemployment used in this report, this measure uses a characteristic of families, not individuals, because "poverty" is a family characteristic. The Federal poverty level is based on total family income, family size, and farm-nonfarm residence.[32] Therefore, not every worker with low wages is included. Most families now have two or more wage earners,[33] so it is necessary to consider the family income to determine who is in poverty. People who had low salaries but had high family incomes (for example, a low-paid worker whose spouse earned a high salary) would not be considered working poor because they do not meet the federally established standard of poverty.

Table 2.1 shows that in 1980 only 2.1 percent of majority males in the labor force worked but remained in poverty. By contrast, the proportion of blacks and Hispanics in poverty households shows that they suffered this form of underemployment far more often; 4.5 percent of black males, 5.4 percent of Hispanic males, 6.7 percent of black females, and 3.6 percent of Hispanic females had earnings that failed to raise their families out of poverty. Majority females, often married to majority males, were consequently in poverty households less often.

These findings do not reflect the high concentration of women in poverty, because only full-year workers (that is, the "working poor") are included in the definition. Among female-headed households, the proportion in poverty is far higher. A Commission report found that in 1975, one out of five female-headed families with income were below the poverty level. Women also represented three-quarters of all persons receiving public assistance, and more than half were living in poverty.[34] Moreover, the financial distress caused by unemployment is felt most keenly in families headed by women. Women who head families are more likely than others to be unemployed and, when unemployed, are less likely to have other sources of income.[35]

Overeducation

Overeducation is a form of underemployment in which the individual's formal education and skills are not adequately used. Overeducation, in contrast to the forms of underemployment described above, refers only to formal education, while the emphasis in

[29] The federally established poverty index has been used in this report. This index takes into account such factors as family size, number of children, and farm-nonfarm residence, as well as the amount of money income. The poverty level is based on an "economy" food plan designed by the Department of Agriculture for "emergency or temporary use when funds are low." The definition assumes that a family is classified as poor if its total money income amounts to less than approximately three times the cost of the "economy" food plan. These cutoff levels are updated every year to reflect changes in the Consumer Price Index. U.S., Department of Commerce, Bureau of the Census, *Current Population Reports*, "Characteristics of the Population Below the Poverty Level: 1978," series P–60, no. 124.

[30] For an example of such disparities in pay, see Sterling D. Spero and Abram L. Harris, *The Black Worker: The Negro and the Labor Movement* (New York: Atheneum, 1972), p. 172; and Barrera, *Race and Class*, p. 99.

[31] Joan W. Moore, *Mexican Americans* (Englewood Cliffs, N.J.: Prentice-Hall, 1976), p. 65; and U.S., Department of Commerce, Bureau of the Census, *The Social and Economic Status of the Black Population in the United States*, series P–23, no. 80 (1978), p. 62.

[32] Total income includes the workers' earnings plus any other income, plus income of other family members (if any). Individuals not living with family members are treated as a family of one. U.S., Department of Commerce, Bureau of the Census, "Characteristics of the Population Below the Poverty Level," series P–60, nos. 75 and 81.

[33] Janet Norwood, speech before the Industrial Relations Society of New York, reprinted in *Daily Labor Review*, Apr. 29, 1982, p. E–1 (hereafter cited as Norwood Speech).

[34] U.S., Commission on Civil Rights, *Women: Still in Poverty* (1979), p. 1.

[35] Norwood Speech, p. E–2.

"marginal jobs" is on vocational skills and on-the-job training. Traditionally, the link between formal education and employment in American society has been direct:

> Education is valued by Americans because of the outcomes associated with it, not the least of these being the provision of a suitably skilled labor force. From the perspective of the individual, education is a means of acquiring those skills that provide the transition to employment.[36]

To distinguish those who are overeducated from those who are not, some approximate educational requirement for categories of occupations must be used. The *Dictionary of Occupational Titles* contains an approximation of educational requirements for detailed occupational categories, and the actual years of schooling for each person are available in the Current Population Survey. Given these two essential items, it is possible to identify persons with college degrees who are in occupations typically not requiring a college degree, persons with some college in occupations typically requiring no more than a high school education, and persons with a high school education in occupations requiring an elementary school education.[37]

The data in table 2.1 show that overeducation affects all groups, but it especially affects minority males. In 1980 fewer than one-quarter of majority males (23.4 percent) were counted as overeducated for their jobs. By contrast, almost one-third of Hispanic males (31.2 percent) and over one-third of black males (37.0 percent) were in jobs requiring substantially less education than they had attained. These data show that minority males are less likely to see their education translated into better jobs than majority males.

The situation for females was somewhat different. Black females (26.2 percent) were more often overeducated for their jobs than majority males; Hispanic females (23.2 percent) were overeducated for their jobs about as often as majority males. Majority females, however, had this form of underemployment less often (20.3 percent), a result that is related to the fact that many majority women continue to be concentrated in a small number of jobs—nurses, teachers, secretaries—that, although low-paid, have relatively high educational requirements. As a result, overeducation is less of a problem for majority women.[38]

Inequitable Pay

Inequitable pay refers to earnings that are not commensurate with a person's qualifications. Traditionally, majority males have experienced inequitable pay far less often than blacks, Hispanics, or women, who have had more difficulty translating their qualifications into jobs that pay well. Several recent studies have examined earnings and found that majority males continue to have the highest earnings of any group. A recent study by the National Academy of Sciences, for example, found that in the period 1975 to 1978, minority males employed full time all year earned 75.3 percent of the salary similarly employed of majority males; majority females, 58.6 percent; and minority females, 55.8 percent.[39]

Similarly, economist Ronald Oaxaca, using a 1967 national sample of workers, found that majority males earned, on the average, $2.95 per hour. By contrast, majority females earned $1.92 per hour, black males earned $2.16 per hour, and black females earned $1.45 per hour.[40]

Earnings discrepancies such as these have been attributed to a number of factors, including differences in the levels of education, job experience, age, and region of the country. Two sets of factors have been cited to account for these differences. First, some of these factors refer to the worker's qualifications or characteristics. The amount of education people have, for example, makes them more valuable to an employer, so they are expected to have relatively high salaries. Majority males, who have higher levels of education than other groups, could expect to receive higher earnings as a result. Similarly, since younger workers on the average earn less than older workers, the average age of workers would affect their average earnings. Second, employment factors need to be considered. People who work longer hours or in areas with higher pay rates would be expected to have higher average earnings.

To determine whether the earnings of minorities and women were disproportionately low when com-

[36] U.S., Department of Education, National Center for Education Statistics, *The Condition of Education* (1981), p. 218.

[37] The analysis here has been standardized to control for overall differences in educational attainment between groups. For a discussion of methodology, see app. A.

[38] Sullivan, *Marginal Workers, Marginal Jobs*, p. 110.

[39] National Research Council, *Women, Work, and Wages: Equal Pay for Jobs of Equal Value* (Washington, D.C.: National Academy Press, 1981), p. 16.

[40] Ronald Oaxaca, "Sex Discrimination in Wages," in *Discrimination in Labor Markets*, ed. Orley Ashenfelter and Albert Rees (Princeton, N.J.: Princeton University Press, 1973), p. 143. Comparable data on Hispanics were not presented.

pared with similar majority males, both sets of factors were taken into account.[41] Multiple regression, a common method of statistical analysis, was used to determine and control for the effects on earnings of various individual characteristics (education, age, general educational development, and specific vocational training) that are important in determining earnings, as well as employment characteristics (local pay rate, number of weeks worked, and average number of hours worked).[42] If the actual earnings for an individual were under half of the earnings expected on the basis of individual and employment characteristics, the person was considered to be "inequitably paid." (See appendix A for further technical information on this procedure.)

Table 2.1 shows broad differences in the percentages of workers who were inequitably paid. About one in seven majority males (13.8 percent) was inequitably paid; that is, their earnings in 1980 were under half of their expected earnings given their individual and employment characteristics. By contrast, nearly one in five black males and Hispanic males was inequitably paid (19.0 percent and 18.9 percent, respectively).

Females received inequitable pay far more often than majority males, and the percentage of females with this form of underemployment was larger than with any other form. Majority females, for instance, who had relatively low rates of unemployment, had rates of inequitable pay double those of majority males. Black and Hispanic women had rates of inequitable pay that were also substantially higher than those of majority males. Receiving a rate of pay incommensurate with their qualifications is therefore a particular problem for female workers.

Summary

The data in table 2.1 show that unemployment represents only one of a set of employment problems for blacks, Hispanics, and women. Compared to majority males in the labor force, these groups are also overrepresented in a wide variety of forms of underemployment. Majority males had a lower unemployment rate than any group except majority females (who were more often counted as "not in the labor force" by Bureau of Labor Statistics). Majority males also fared better than most other groups in the various forms of underemployment shown in this chapter, including intermittent employment, involuntary part-time work, marginal jobs, workers in poverty households, overeducation, and inequitable pay.

Group disparities in unemployment have been previously reported by the Commission[43] and by others,[44] but the data presented in this chapter show that pervasive inequalities also exist in various forms of underemployment. These disparities are analyzed further to ascertain the extent to which the group differences are determined by particular economic conditions (chapter 3), variations in region or industry (chapter 4), and differences in individual characteristics (chapter 5).

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[41] Data were not available on some employment factors that might be important, such as occupational tenure or union membership. For an example of how job tenure might affect earnings, see Nancy F. Rytina, "Tenure as a Factor in the Male-Female Earnings Gap," *Monthly Labor Review*, vol. 105 (April 1982), pp. 32–34.

[42] The regression coefficients can be interpreted as the average "returns to" each of these characteristics for majority males. For example, the regression coefficient for education shows how much, on the average, the earnings of majority males increase for each year of education. The actual scores for each person (such as years of education) are then multiplied by the average majority male regression coefficient. This yields the person's "expected" earnings, that is, the estimated earnings the person would have received if paid according to his or her human capital characteristics in the same way as the "average" majority male. Actual earnings are then compared with the expected earnings.

[43] *Social Indicators of Equality.*

[44] Unemployment rates for black and Hispanic workers compared with white workers are published quarterly in U.S., Department of Labor, Bureau of Labor Statistics, *Employment in Perspective: Minority Workers.*

Chapter 3

Cyclical Trends in Unemployment and Underemployment

Group disparities in employment may be influenced by changing economic conditions. This chapter examines the extent of that influence by looking at unemployment and underemployment in relation to the state of the economy for a 10-year period (1971–1980).

Chapter 2 established that blacks, Hispanics, and, to a lesser degree, majority women are overrepresented in selected measures of employment hardship. Although no population subgroup is completely immune from the effects of upswings and downturns in the economy, it has been suggested that minorities are more affected by economic downturns than are majority males.[1] This line of argument has led some to the conclusion that the most effective way to improve the relative position of minorities is through a healthy economy.[2]

The demand for labor is derived from the demand for the goods and services that labor produces. When that demand decreases, as measured by diminishing expenditures, unemployment increases. Trends in employment, therefore, are closely correlated with fluctuations in the business cycle. If, however, an analysis of the patterns of group disparity shows little or no linkage with the state of the economy, it would imply that factors other than economic conditions are responsible for the group differences and that improvement in the economy would not necessarily mean an improvement in the relative employment position of minorities and women. This chapter deals only with describing the disparities over time. The following two chapters extend the analysis to other factors that may be contributing to the disparities.

Background

In 1981 the U.S. economy slid into its fourth recession[3] in little more than a decade,[4] amid rapidly escalating unemployment.[5] By April 1982 the national rate of unemployment had increased to 9.4 percent.[6]

[1] For example, see Edward C. Banfield, *The Unheavenly City Revisited*, pp. 103–05.

[2] Ibid.

[3] A recession is a drop in the gross national product (GNP) that continues for at least 6 months. According to Heilbroner and Thurow, when GNP falls business activity slows down, resulting in job loss and layoffs in some businesses and fewer new hires in others. Because the labor force grows continuously as the population grows, even a small decrease in the propensity to hire means a sharp increase in unemployment. As a recession worsens, it affects not only new entrants into the labor force, but also experienced workers who are forced out of work. Robert Heilbroner and Lester Thurow, *Five Economic Challenges* (Englewood Cliffs, N.J.: Prentice-Hall, 1981), p. 33.

[4] The recession that began in 1981 is the eighth recession since the Second World War. Others occurred during 1948–49, 1953–54, 1957–58, 1960–61, 1969–71, 1973–75, and in 1980. U.S., Department of Commerce, Bureau of Economic Analysis, *Business Conditions Digest*, June 1980.

[5] Changes in major economic indicators during 1981 included the following: new housing starts dropped (in September) 44 percent below the peak in January; new automobile sales decreased (in October) by 30.5 percent from the 1981 high; orders placed at factories for new durable goods (in September) were down 5.1 percent; the Nation's total output after adjustment for inflation dropped 0.5 percent and continued falling. Unemployment—at 9.5 percent in May 1982—was the highest recorded in the post-World War II era. U.S. Department of Labor, Bureau of Labor Statistics and U.S. Department of Commerce data. Monthly compilations of time-series data for economic indicators are available in U.S., Department of Commerce, Bureau of Economic Analysis, *Business Conditions Digest*.

[6] In April 1982 the unemployment rate for white males 20 years of age and older was 7.3 percent. White women had an unemployment rate of 7.2 percent. In comparison, black males had an unemploy-

Historically, the unemployment problems of Hispanics, blacks, and women are intensified during a recession, although women experience less of the job loss than men. An earlier Commission study has shown that black and Hispanic males are more likely to experience job loss resulting from layoffs than are majority males.[7] A possible explanation for this occurrence is that minority males are overrepresented in occupations and industries that are more susceptible to employment losses during downturns in the business cycle (e.g., manufacturing and other goods-producing industries).[8] Although women are not unaffected, they account for less of the job loss during a recession because they are concentrated in industries (such as trade and services) where the cyclical changes in employment are less severe than in goods-producing industries.[9]

During the 1973–75 recession, the national unemployment rate increased more than 3.5 percentage points from 1974 to 1975.[10] Almost all the job loss occurred in the goods-producing industries, particularly construction and manufacturing.[11] In contrast, employment in service-producing industries increased significantly.[12] Because black and Hispanic men are concentrated in cyclically sensitive industries, a contributing factor to the large and continuing disparity between minority and majority employment reported in chapter 2 may be the increasing frequency with which recessions occur. The short intervals—as little as 1 to 3 years—between the eight recessions since the Second World War may have given minorities insufficient time to recover from the employment hardships of one recession before being subjected to another.[13]

Cyclical trends are analyzed here to determine whether the relatively high rates of unemployment[14] and underemployment of blacks, Hispanics, and women occur during particular phases of the business cycle. If these groups have disproportionately high rates of unemployment and underemployment during periods of economic expansion, this implies that the problems are not cyclical in nature, but may reflect the structure of the labor market and the labor supply. The U.S. Joint Economic Committee has warned that structural unemployment is not easily remedied:

> Eliminating cyclical unemployment requires recovery of the economy. Dealing with structural unemployment requires not only adequate overall job opportunities, it also means providing workers with remedial education, job training or retraining, psychological assistance, motivation, and placement assistance to help them compete in the job market.[15]

Finally, as noted in chapter 2, the Nation's employment problem for all groups, but particularly for blacks, women, and Hispanics, is actually understated because "discouraged" workers are not included in the unemployment rate.[16] As the economy contracts and jobs become more scarce, the problem of discouraged workers intensifies. According to the U.S. Bureau of Labor Statistics (BLS) the percentage of persons who were discouraged was higher in 1980 than in 1979. Two-thirds of the total workers classified as discour-

ment rate of 16.9 percent and black women, 15.6 percent. The overall unemployment rate for Hispanics in April 1982 was 12.3 percent. (Separate rates by sex for Hispanics are not available.) U.S., Department of Labor, Bureau of Labor Statistics, *News*, May 7, 1982.

[7] U.S., Commission on Civil Rights, *Last Hired, First Fired: Layoffs and Civil Rights* (1977), p. 12.

[8] Ibid.

[9] Women in nontraditional jobs (e.g., automobile manufacture or patrol officers), however, are also heavily affected by job loss during recessions. Ibid., p. 13.

[10] Richard Rosen, "Identifying States and Areas Prone to High and Low Unemployment," *Monthly Labor Review*, vol. 103 (March 1980), p. 20.

[11] During this period construction employment decreased by 610,000 jobs and manufacturing employment decreased by more than 2 million jobs. Ibid.

[12] Service industries include retail trade, the finance, insurance, and real estate group, personal services, and government. Employment in this sector increased during 1974–75 by more than 850,000 jobs. Ibid.

[13] Robert B. Hill, "The Economic Status of Black Americans," *The State of Black America, 1981* (Washington, D.C.: National Urban League, 1981), p. 2.

[14] Joblessness can generally be attributed to one of the following sources of unemployment: (a) frictional factors, which affect workers who are voluntarily unemployed because of job changes and entrances and exits from the labor force; (b) cyclical factors, which affect workers who are unemployed because of a shortage of jobs; and (c) structural factors, which affect workers who are unable to find a job because of individual characteristics, including skill levels, education, or discrimintion based on such factors as race, ethnic background, or sex.

[15] U.S., Congress, Joint Economic Committee, *The 1976 Joint Economic Report* (1976), p. 80.

[16] The long-term unavailability of jobs causes many workers, who want to work, to give up actively seeking employment. These "discouraged" workers are excluded from the official unemployment rate. The Bureau of Labor Statistics publishes data on discouraged workers, however. To be classified as discouraged a person's principal reason for not looking for work must be one of the following: (1) believes no work is available in line of work or area; (2) could not find any work; (3) lacks necessary learning or skills; (4) employers think the employee is too young or too old; (5) other personal handicap (such as discrimination by employers) in finding a job. National Commission on Employment and Unemployment Statistics, *Counting the Labor Force* (1979), p. 44.

aged cited job-market factors (cyclical) as the reason for their discouragement.[17]

The BLS data show that minorities and women account for a disproportionately large percentage of total discouraged workers.[18] As the Commission has earlier observed, minorities and women may be increasingly affected by discouragement that is compounded by cyclical unemployment:

> While the recession has generated discouragement and frustration among people who have lost their jobs and have given up looking for a new one, discouraged workers also include those who may not have worked for some time even before the recession began.
>
> Discouragement over job prospects for many Americans is not a problem connected solely with economic downturn. For minorities and women in particular, it is a constant problem that simply spreads and intensifies during recessions.[19]

Time-Series Data

Unemployment

Figure 3.1 shows the unemployment rates for Hispanics, blacks, and women, relative to majority males, for 1971 through 1980. Unemployment varies for all groups according to swings in the business cycle. The heaviest absolute job loss experienced over the 1971–80 period occurred during the 1973–75 recession. From 1973 to 1975, unemployment for Hispanic and black males increased by 6.0 and 8.6 percentage points, respectively. Much of this increase was due to the high rate of layoffs in mass production industries where minorities were disproportionately concentrated.[20] Further, as the economy eased into the 1976 recovery phase, previously laid-off minorities were recalled at a slower pace than majority-group members.[21] The actual percentages for figures in this chapter are presented in appendix A.

As figure 3.1 indicates, changing economic conditions had different effects on various groups. For example, unemployment for Hispanic females continued to rise during 1976 while for the other groups it decreased. Moreover, unemployment rates for Hispanic males, majority males, and black females actually decreased during the early part of the recession, while rates for black males and Hispanic females increased rapidly.

The least disparity over the 10-year period is between majority males and majority females. As noted in chapter 2, this relatively small gap does not mean that majority females do not have employment problems; instead, it reflects the high concentration of majority women in high demand occupations and the tendency for majority women to leave the labor force when work is unavailable. These women, therefore, are not counted as unemployed.

Unemployment rates for black males increased immediately at the inception of the 1973–75 recession, compared to a year-long delay in rising rates for majority males. Notably, the unemployment rates for black men and women are consistently almost twice those of majority males over the 10-year period. The stability of this relationship should not be construed to mean that blacks and majority males suffer equally in downturns, but that blacks experience unemployment at a rate twice that of majority males. Similarly, because this relationship holds over all phases of the cycle, it suggests a long-run, entrenched pattern.

The pattern of unemployment rates among Hispanic males was similar to that of majority males over the 10-year period. During the recovery phase following the 1973–75 recession, Hispanic male unemployment decreased rapidly, narrowing the gap between unemployment rates from 5.5 percentage points in 1975 to 3.1 points in 1979. But the smallest gap of less than 2 percentage points in 1972 was lost to the 1973–75 recession and was not achieved again during the decade. The rate for male Hispanic unemployment dropped from a high of 13.5 percent in 1975 to 8.1 percent in 1979. The unemployment rate for majority males decreased from 8.0 percent in 1975 to 5.0 percent in 1979.

Women generally tend to have higher rates of unemployment than men during good and bad economic conditions.[22] As noted earlier, however, during a recession the cyclically sensitive manufacturing and goods-producing sections experience the heaviest job

[17] U.S., Department of Labor, Bureau of Labor Statistics, *News*, July 3, 1980.

[18] In 1980 (second quarter) nonwhites were over 32 percent of all discouraged workers, but only 12 percent of the labor force. Women were over 66 percent of all discouraged workers, but only 43 percent of the labor force. In the second quarter of 1979, nonwhites were about 29 percent and women about 66 percent of all discouraged workers. Ibid.

[19] U.S., Commission on Civil Rights, *Last Hired, First Fired: Layoffs and Civil Rights* (1977), pp. 13–14.

[20] Bernard E. Anderson, "Economic Progress," *State of Black America, 1980* (Washington, D.C.: National Urban League, 1980), p. 5.

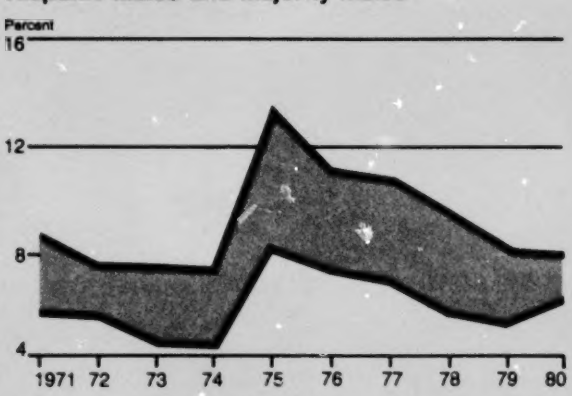
[21] Ibid.

[22] Janet Norwood, speech before American Bankers Association, reprinted in *Daily Labor Report*, Mar. 22, 1982, pp. D1–3.

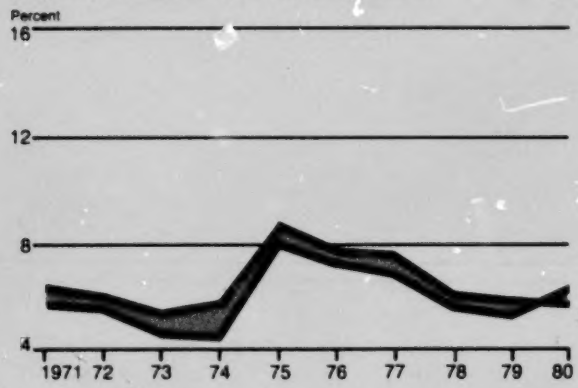
FIGURE 3.1
Unemployment Rates, 1971-80

Black Males and Majority Males

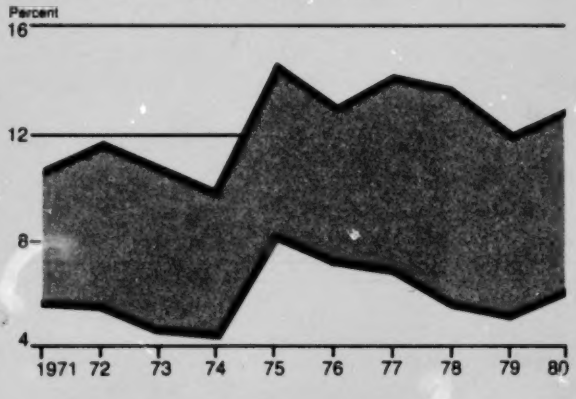
Hispanic Males and Majority Males



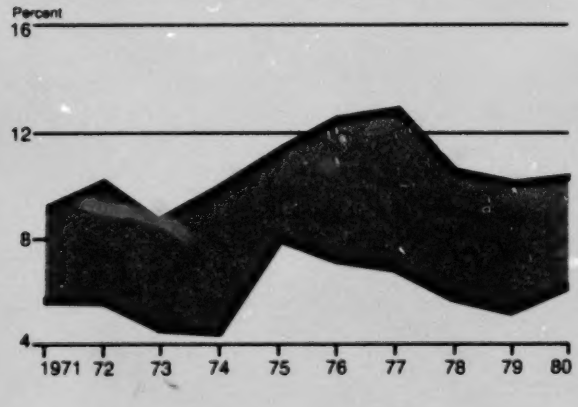
Majority Females and Majority Males



Black Females and Majority Males



Hispanic Females and Majority Males



Legend
—Minority/Female
—Majority Males

Source: Commission tabulations from Current Population Survey data.
See appendix A for methodological information and table A.3 for the numbers displayed in this figure.

losses, and this is reflected in the higher pattern of unemployment rates for males. Unemployment for Hispanic women increased by 3.1 percentage points from 1973 to 1975, and unemployment for majority and black women increased by 3.6 and 4.0 percentage points, respectively.

A recent study by the National Urban League reported that declining job market opportunities were particularly severe on the employment prospects of black women.[23] During the peak 1975 recession year, the gap between rates for black women and majority males was 5.8 percentage points. The gap widened between these groups during the following years and by 1978 had increased to 8.4 percentage points. At this phase, when the economy had expanded and the number of jobs available had increased, the employment situation of black women relative to that of majority males continued to worsen.

To summarize, several points should be emphasized. First, although the employment position of each group is responsive to cyclical changes over the 10-year period, Hispanics, blacks, and women are more adversely affected than majority males. Relatively more minority men and minority women experience unemployment during recessionary periods. Second, during recovery years when the economy is expanding, the rates of blacks and Hispanics remain disproportionately high. The seriousness of this disparity is illustrated by the following example. During recovery year 1978 when jobs were relatively plentiful, the unemployment rate for majority males dropped to 5.5 percent. The unemployment rate for black males dropped also; but, at 13.9 percent, their rate was almost twice what majority males had experienced during the previous recession. Large disparities also continued to exist for Hispanic men and women, and black women, compared to majority males. This suggests that factors other than poor economic conditions are responsible for the disparities.

Underemployment

Chapter 2 defined several forms of underemployment and noted that unemployment is typically a temporary status, but underemployment can be a permanent condition. Economist Herman P. Miller has argued that the underemployed may be at least as disadvantaged as the unemployed:

> Today some feel it is no longer enough to know merely that a person has a job. That was of key importance during the depression, when unemployment was the critical issue. Today, it is also important to know how many people are employed in jobs that do not permit them or their families to live at minimum levels of decency for this society. . . .These workers may have employment problems which are just as serious or perhaps even more serious than those of workers who are unemployed.[24]

This section examines group rates of selected measures of underemployment for 1971–80 to determine if any existing disparities are affected by cyclical economic changes. As reported in chapter 2, underemployed workers who are addressed in this study are persons who work intermittently, those who involuntarily work part time because full time employment is unavailable for economic reasons,[25] persons in the secondary labor market in jobs that require few skills or little educational attainment (marginal jobs), workers who live in poverty, and persons who have more education than their jobs require (overeducation).[26]

Intermittent Employment

Figure 3.2 shows the rates of intermittent employment for blacks, Hispanics, and women relative to majority males. Persons who are intermittently employed experience 15 or more weeks of employment or three or more periods of unemployment during a given year. The average duration of unemployment in March 1980 was 11.0 weeks.[27] Overall, men tend to experience longer periods of intermittent unemployment than women.[28] In part, this is because women leave and reenter the labor force more frequently than men and are more likely to terminate a period of

[23] Robert B. Hill, "The Economic Status of Black Americans," *State of Black America, 1981* (Washington, D.C.: National Urban League, 1981), p. 6.

[24] Herman P. Miller, "Measuring Subemployment in Poverty Areas of Large U.S. Cities," *Monthly Labor Review*, vol. 96 (October 1973), p. 10.

[25] An example of economic reasons are material shortages that result in labor cutbacks.

[26] Time-series rates of inequitable pay are not presented because the definitional requirement that a person who works full year and still receives much less than the expected pay be classified as inequitably paid renders the time-series comparisons highly misleading. During a recession when a lower proportion of workers have full-year work, a lower proportion necessarily meets the definition of inequitable pay. Thus any change in actual earnings patterns is overshadowed by the change in the size of the full-year work population.

[27] U.S., Department of Labor, Bureau of Labor Statistics, *News*, July 3, 1980.
By June 1982 the average duration of joblessess increased to 16.5 weeks. U.S., Department of Labor, Bureau of Labor Statistics, *News*, July 2, 1982.

[28] Philip L. Rones and Carol Leon, "Employment and Unemployment During 1978: An Analysis," *Monthly Labor Review*, vol. 102 (February 1979), p. 7.

unemployment by leaving the labor force (i.e., becoming a "discouraged worker").[29]

Black women experienced relatively low rates of intermittent employment over the 10-year period, and majority women were the only group with rates lower than those of majority males. Intermittent employment rates for Hispanic women were more variable than those of other women, but they still fared better than most men.

Both black and majority males experienced sharp absolute increases in intermittent employment from 1974 to 1976, but the disparities between these two groups remained high throughout the 10-year period. The disparity between black males and majority males increased from 4.2 percentage points in 1971 to 6.2 points in 1980.

The intermittent employment rates for Hispanic men were relatively stable from 1973 through 1977 and began to decrease sharply in 1978. This trend resulted in lessening the disparity between Hispanic and majority males. By 1980 the gap between the two groups had decreased to 3.8 percentage points from 6.7 points in 1971.

In summary, females experienced the lowest rates of intermittent employment from 1971 to 1980. Majority females were the only group that fared better than majority males for this measure. These trends for women are due partly to the tendency of women to leave the labor market more often than men during periods of poor economic conditions, thus not being counted as underemployed.

The disparity between intermittent rates for black males and majority males remained relatively high over the 1971–80 period and increased even during recovery years. The gap between rates for Hispanic males and majority males began to lessen during the 1973–75 recession and subsequent recovery years, primarily because the rates for Hispanic males remained relatively stable during this period while rates for majority males increased.

Involuntary Part-Time Employment

Persons who cannot find a full-time job can sometimes find part-time work. Involuntary part-time employment for economic reasons is a continuing problem among workers even when the economy is functioning well, but a considerably larger number of workers are affected in a recession.

Historically, the relationships between the involuntary part-time employment rate, the national unemployment rate, and fluctuations of the business cycle have been reasonably stable. Since data first became available in 1955, the involuntary part-time employment rate has fallen in concert with recovery periods and risen prior to recessionary phases, (remaining high during recessions) as employee hours fluctuated between being decreased during slowdowns and restored when demand increased.

This relationship is documented by U.S. Department of Labor economist Robert Bednarzik in an analysis of the effects of cyclical movements on involuntary part-time employment rates for population subgroups.[30] Using regression analysis, Bednarzik demonstrated that a positive relationship exists between the rate of unemployment and the involuntary part-time rate during cyclical downturns. He also found that involuntary part-time employment was disproportionately concentrated among minorities, persons who are less educated, and the unskilled. The incidence of involuntary part-time employment among these groups was substantially greater during recessions than recovery periods, indicating that minorities and persons with little education or skills are more affected by this form of underemployment during economic downturns than other workers.[31]

Figure 3.3 traces the involuntary part-time rates for minorities and women relative to majority males for 1971 through 1980. The rates for majority men remained relatively stable over the time period (fluctuating from 2.0 to 3.3 percent), but the rates for blacks, Hispanics, and majority women appear more responsive to cyclical pressures in the economy.

The highest incidence of this particular form of underutilization is found among minorities, particularly black and Hispanic women. As shown in figure 3.3, the disparity between majority men and black and Hispanic women increased sharply during the 1973–75 recession, but decreased slowly during the following years. The involuntary part-time employment rates for majority women did increase during the 1973–75 recession, but overall their rates were relatively constant.

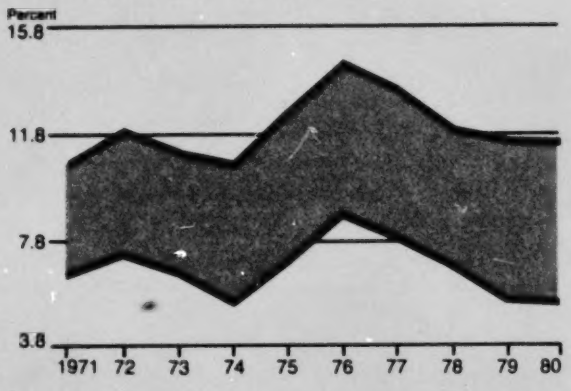
[29] Ibid.

[30] Robert W. Bednarzik, "Involuntary Part-Time Work: Cyclical Analysis," *Monthly Labor Review*, vol. 98 (September 1975), pp. 12–18.

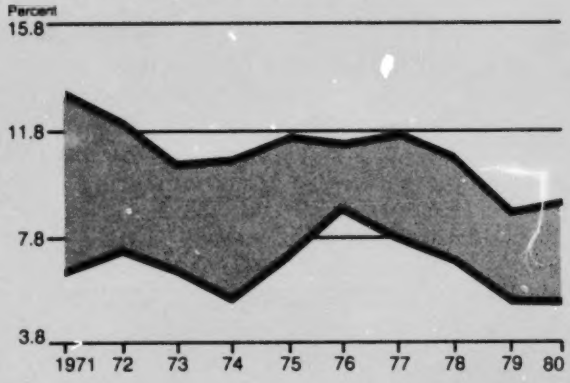
[31] Ibid., p. 17.

FIGURE 3.2
Intermittent Employment, 1971-80

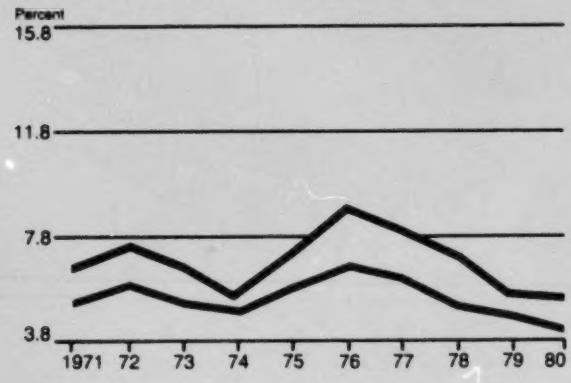
Black Males and Majority Males



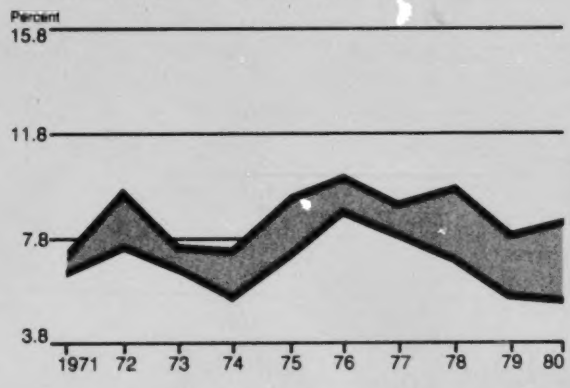
Hispanic Males and Majority Males



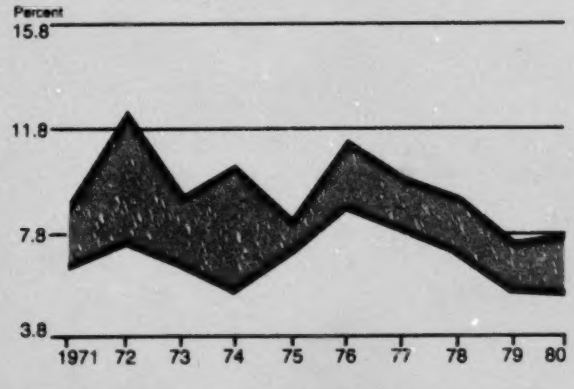
Majority Females and Majority Males



Black Females and Majority Males



Hispanic Females and Majority Males

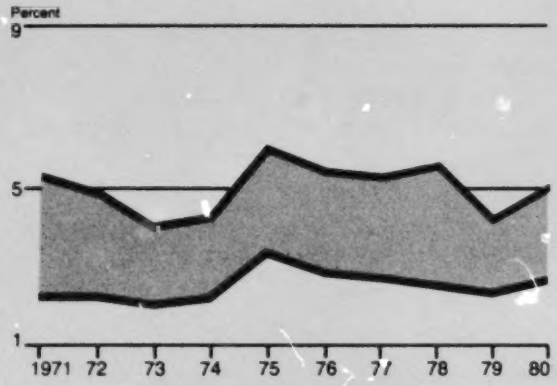


Legend
— Minority/Female
— Majority Males

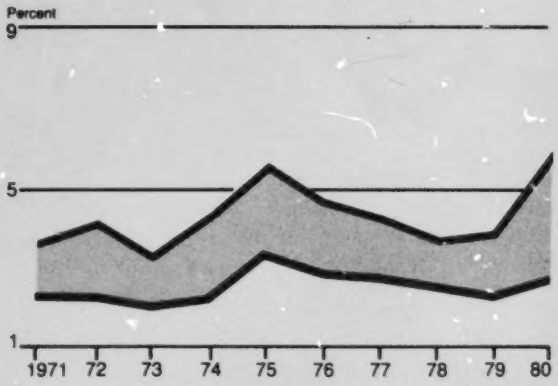
Source: Commission tabulations from Current Population Survey data.
See appendix A for methodological information and table A.3 for the numbers displayed in this figure.

FIGURE 3.3
Involuntary Part-Time Employment, 1971-80

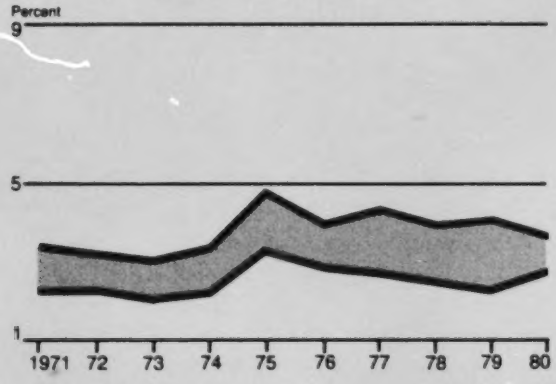
Black Males and Majority Males



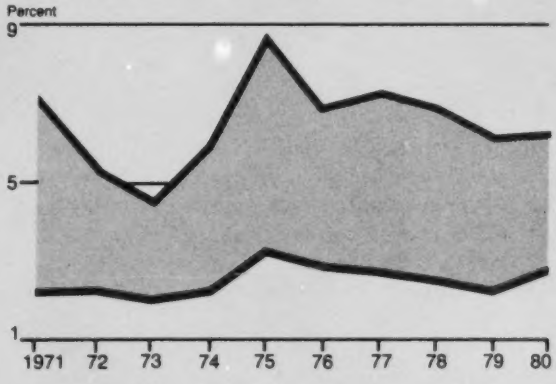
Hispanic Males and Majority Males



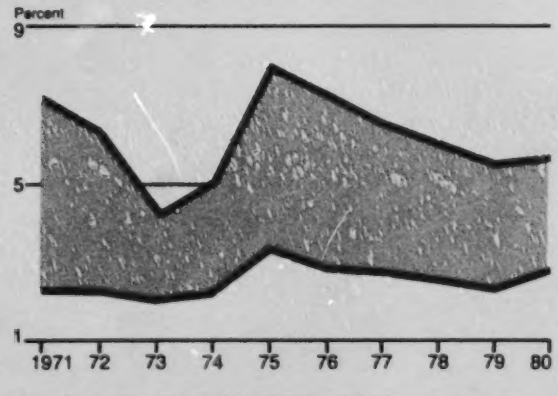
Majority Females and Majority Males



Black Females and Majority Males



Hispanic Females and Majority Males



Legend
—Minority/Female
—Majority Males

Source: Commission tabulations from Current Population Survey data.
See appendix A for methodological information and table A.3 for the numbers displayed in this figure.

Perhaps the most significant increase occurred for Hispanic men. After the 1973–75 recession, the gap between rates for Hispanic and majority men showed a small but consistent lessening. From 1979 to 1980, however, the gap between the rate of Hispanic male involuntary part-time employment and that of majority men more than doubled.

Each group experienced an increased rate of involuntary part-time employment during periods of poor economic conditions, but some groups were more affected by the downturns than others. Hispanic and black women, for example, experienced relatively sharp increases in their rate of involuntary part-time employment during the 1973-75 recession. For black and Hispanic men, relatively sharp increases occurred during the 1979–80 downturn.

Marginal Jobs

Minorities and women are disproportionately employed in marginal jobs. As figure 3.4 shows, women, particularly black and Hispanic women, experienced the highest rates and the largest disparities relative to majority males over the 10-year period.

Majority women had rates of marginal jobs that were relatively stable from 1971 to 1980. Majority men also experienced relatively low and stable rates over the periods. Indeed, rates for majority men varied only slightly throughout the decade. Thus, the disparities between these two groups remained fairly consistent in changing economic conditions.

Interestingly, the marginal employment rates for women showed little change during the 1973–75 recession, while the rates for minority men decreased. Each group, with the exception of majority males and the slight change exhibited by majority females, had rates of marginal employment that decreased significantly during the 1975–76 recovery period, but then increased significantly during the 1976–77 recovery. Furthermore, despite the similarity among group rates during the recovery period, the trends exhibited by the groups during the 1973–75 recession are markedly dissimilar. For example, the rates of marginal employment for black males and Hispanic males decreased during this period, while the rates for Hispanic females increased. The rates for majority females fluctuated slightly, and rates for black females decreased slightly in 1974 and then remained constant in 1975.

These patterns show that marginal employment is probably affected by factors other than cyclical changes in the economy, as does the consistency in the magnitude of the disparities for almost every group relative to majority males.

A history of jobless periods caused by a succession of marginal jobs can increase worker discouragement and make the worker less able to find stable employment due to what is perceived as a poor work history.[32] This perception has traditionally had dire consequences. A recent study observed:

> The concentration of women in low-paying dead-end jobs weakens their *job* attachment regardless of whether their *labor market* attachment is continuous. This reduced job attachment results in another vicious circle in which women are perceived to be less stable workers than men, and hence are not given responsible positions. But studies document that when account is taken of job status, men and women show very little difference in job attachment.[33]

Although the occupational status of minority women has steadily improved over the 10-year period, they remained disproportionately employed in jobs at the lower end of the occupational spectrum.[34] Hispanic and black men also had rates of marginal employment significantly higher than that of majority males, but fared slightly better than women during the 1973–75 recession and the 1976–78 recovery period.

In summary, black and Hispanic females experienced the highest rates of marginal employment throughout the 10-year period 1971–80 and had the widest disparity in rates compared to majority males. Minority males and majority females also experienced relatively high rates of marginal employment, and the disparity between these groups relative to majority males also continued throughout changes in economic conditions. Also, although most of the group rates exhibited similar tendencies during recovery years, the patterns were dissimilar during recessionary years. This suggests that, in terms of marginal employment, groups are affected differently by changing economic conditions and some groups are more adversely affected than others.

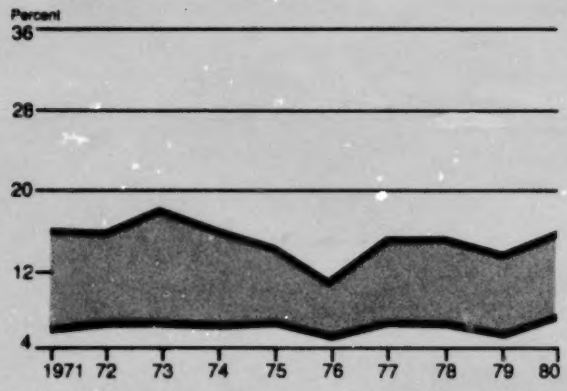
[32] Ibid.

[33] Nancy S. Barrett, "Women in the Job Market: Occupations, Earnings, and Career Opportunities," in *The Subtle Revolution*, ed. Ralph E. Smith (Washington, D.C.: The Urban Institute, 1979), p. 45.

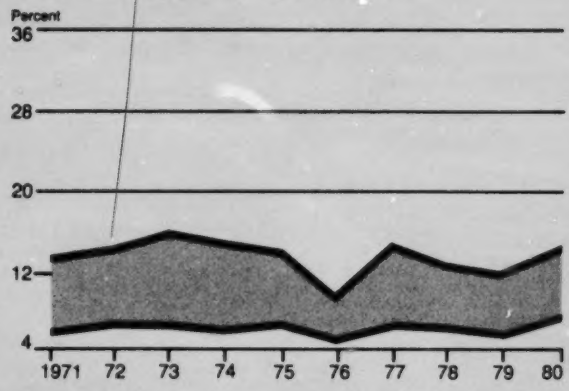
[34] Francine Blau, "Women in the Labor Force: An Overview," *The Working Women*, ed. Jo Freeman (Palo Alto, Calif.: Mayfield Publishing Co., 1979), p. 278.

FIGURE 3.4
Marginal Jobs, 1971-80

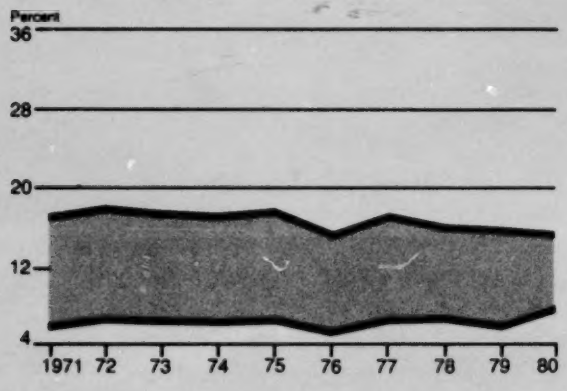
Black Males and Majority Males



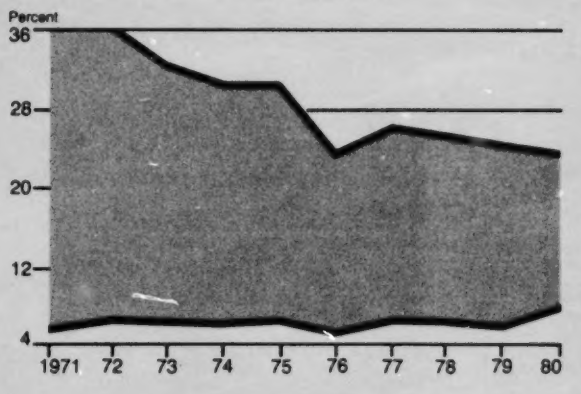
Hispanic Males and Majority Males



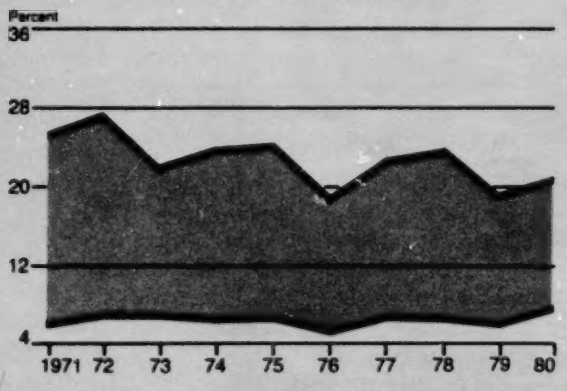
Majority Females and Majority Males



Black Females and Majority Males



Hispanic Females and Majority Males



Legend
—Minority/Female
—Majority Males

Source: Commission tabulations from Current Population Survey data.
See appendix A for methodological information and table A.3 for the numbers displayed in this figure.

Table 3.1
Selected Characteristics of the Poverty Population, 1978 (in thousands)

	Total population		Majority		Black		Hispanic[1]	
	Total	Percent below poverty level	Total	Percent below poverty level	Total	Percent below poverty level	Total	Percent below poverty level
All persons	215,656	11.4	186,450	8.7	24,956	30.6	12,097	21.6
Persons in families with male head	165,039	5.9	148,316	5.2	14,338	13.4	9,376	14.1
Persons in families with female head	26,032	35.6	16,877	25.9	8,689	54.2	1,817	56.4
All families	57,804	9.1	50,910	6.9	5,906	27.5	2,741	20.4
Families with male head	49,346	5.3	44,992	4.7	3,516	11.8	2,199	12.4
Families with female head	8,458	31.4	5,918	23.5	2,390	50.6	542	53.1

This table can be read: 31.4 percent of families with a female head were below the poverty level in 1978.

[1]Persons of Spanish origin may be of any race.

Source: U.S., Department of Commerce, Bureau of the Census, "Characteristics of the Population Below the Poverty Level: 1978," *Current Population Reports*, Consumer Income, Series P-60, no. 124 (1980), tables 7, 11, and 17.

Workers in Poverty Households

Households in poverty are predominantly headed by women, and minority women have a particularly high incidence of poverty. According to the data in table 3.1, 53.1 percent of households headed by Hispanic women and 50.6 percent of households headed by black women were below the poverty level, compared with 23.5 percent of households headed by majority women in 1978. In contrast, only 4.7 percent of households headed by majority men were below the poverty level in 1978. The percentage of households headed by black men in poverty was 11.8 percent, and for Hispanic men the rate was 12.4 percent.

Marital condition is an important factor when considering the economic status of a household. Researcher Marta Tienda notes:

> Female family heads include women not currently living with a spouse or another adult relative who is the household head, while male family heads may be living with their spouses and/or children. Obviously, these two forms of family headship imply different economic circumstances and needs, including eligibility for public assistance.[11]

[11] U.S., Department of Labor, Employment and Training Administration, *Hispanic Origin Workers in the U.S. Labor Market*, by Marta Tienda (Washington, D.C.: Government Printing Office, 1981), p. 6.

The high incidence of poverty among female-headed households can be attributed in part to the fact that women heading families often find full-year, full-time work impractical given their family responsibilities; in part to the fact that only one wage earner is contributing to household income; and in part to the fact that women receive lower earnings than men with similar educational backgrounds. The latter point was addressed by the National Commission for Employment Policy in a recent report:

> Women's earnings remain far below those of men, regardless of race, educational attainment, or age, though the difference is smaller among minorities. The average woman who works full-time, year-round earns about 60 percent of the wages of the average male worker. This gap has hardly changed over the past two decades. Women—black, Hispanic, and white—earn much less than men [with similar education] within every age group. In the youngest category (ages 18–24) their earnings are about 75 percent of those of men. But men's earnings increase more than women's earnings, so that

by ages 40–44 women's earnings are only 50 percent of those of men.[36]

Figure 3.5 shows the proportion of workers who were fully employed for at least 9 months of the previous year, but whose household income was below the poverty level.[37] The lowest rates were exhibited by majority women. Indeed, majority women had rates lower than those for majority males through most of the 10-year period. The highest rates were exhibited by minorities, particularly black females.

The disparities between rates for black females and majority males decreased over the decade, but much more slowly than between rates for black males and majority males. The disparity between rates for black males and majority males narrowed considerably over the 10-year period, decreasing from 5.8 percentage points in 1971 to 3.2 percentage points in 1980.

Rates for Hispanics were much more variable over the period. During the 1973–75 recession, rates for both Hispanic males and Hispanic females decreased substantially; Hispanic females even reached parity with majority males in 1974.

The diversity of the patterns displayed in figure 3.5 suggests that, for this measure, cyclical changes have directly opposite effects on b' cks and Hispanics, and only small changes occur for members of the majority. For example, the rates for majority males remained fairly consistent over the 10-year period, decreasing slightly during the 1973–75 recession and decreasing more significantly during the 1977 recovery year. Concurrently, rates for blacks increased during the recession while rates for Hispanics decreased. These trends seem to indicate that factors other than changing economic conditons are influencing the group rates.

Overeducation

The white-collar job market is expanding, but the number of persons trying to enter the market is growing at a faster rate.[38] At the same time, some workers who have white-collar jobs are exchanging them for blue-collar occupations[39] that are less stressful, offer adequate pay and advancement, and are more conducive to personal leisure.[40] By March 1981 approximately 40 percent of all workers between the ages of 25 and 64 had completed a year or more of college, compared with 23 percent in 1970.[41] Some analysts maintain that as many as half of all college graduates are in jobs that do not fully use their education.[42] As the educational level of the labor force increases, employers' preference for employees with higher educational attainment also increases, although it may not be necessary for the job.[43]

In this context of complicated patterns of change, it is important to examine the overeducation trends for different groups to determine whether the shifting mismatch between workers and their jobs is uniform for all groups. It is also important to determine if any disparities are related to changing economic conditions or if other patterns are evident.[44]

A higher incidence of mismatch between education and occupation is found among blacks and Hispanics than among majority males. Hispanic and black men consistently experienced the highest levels of overeducation during the 10-year period, and the largest disparities were between their rates and those of majority men. Majority women had the lowest rates of overeducation, but like most of the other groups, their rates also show a continuing upward trend. Hispanic women are the only group with rates that, during the latter part of the decade, appear to be moving downward. Indeed, the persistent upward trend in rates of overeducation for the other groups suggests that this form of underemployment will continue as the educational attainment level of the labor force rises.

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[36] National Commission for Employment Policy, *Increasing the Earnings of Disadvantaged Women* (1981), p. 30.

[37] The data are for household income for full-year workers, so the rates are lower than those reported in table 3.1. The concept of the working poor is discussed more fully in chapter 2.

[38] U.S., Department of Labor, Bureau of Labor Statistics, "Baby Boom Generation Boosts Educational Attainment of the Labor Force," *News*, Oct. 18, 1981, p. 1.

[39] The terms "white-collar" and "blue-collar" are used here for convenience. As Russell Rumberger notes in "The Changing Skill Requirements of Jobs in the U.S. Economy," "white collar is less a description of an actual group of workers than a conceptual tool for providing a perspective on social class. In reality some blue-collar jobs may require more skills than many white-collar jobs." *Industrial and Labor Relations Review*, vol. 34, no. 4 (July 1981), pp. 582–83.

[40] Russell W. Rumberger, *Overeducation in the U.S. Labor Market* (New York: Praeger, 1981), pp. 103–08.

[41] U.S., Department of Labor, Bureau of Labor Statistics, "Baby Boom Generation Boosts Educational Attainment of the Labor Force," p. 1.

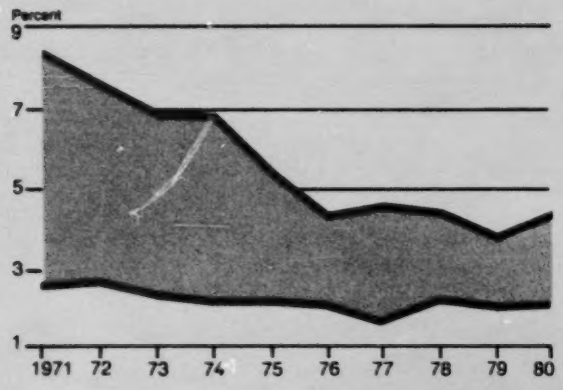
[42] Ibid.

[43] Ibid., p. 2.

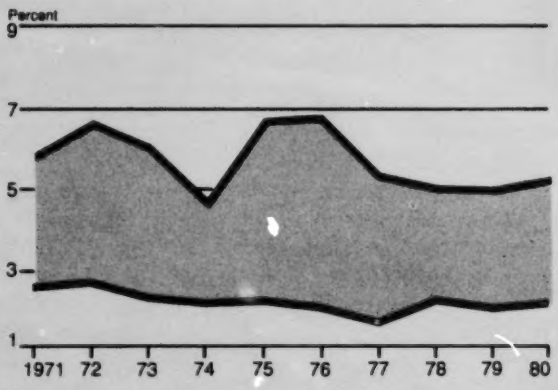
[44] As in chapter 2, the data in figure 3.6 have been standardized to adjust for group differences in education levels. See app. A for additional information on this measure.

FIGURE 3.5
Workers in Poverty Households, 1971-80

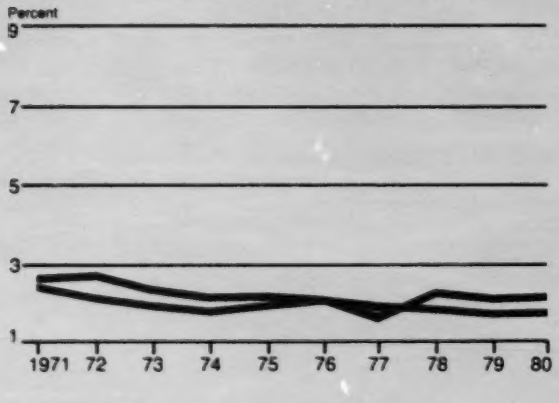
Black Males and Majority Males



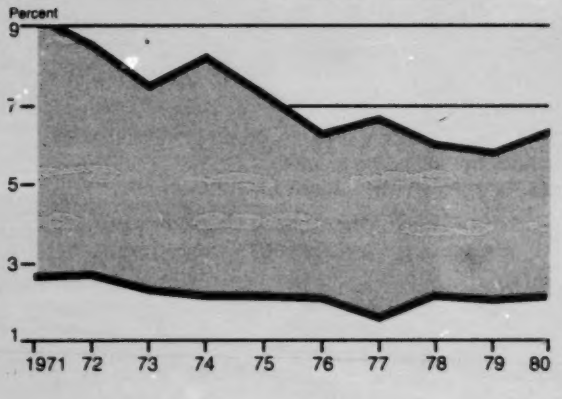
Hispanic Males and Majority Males



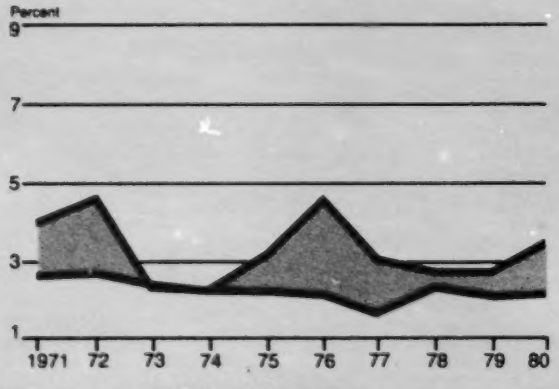
Majority Females and Majority Males



Black Females and Majority Males



Hispanic Females and Majority Males

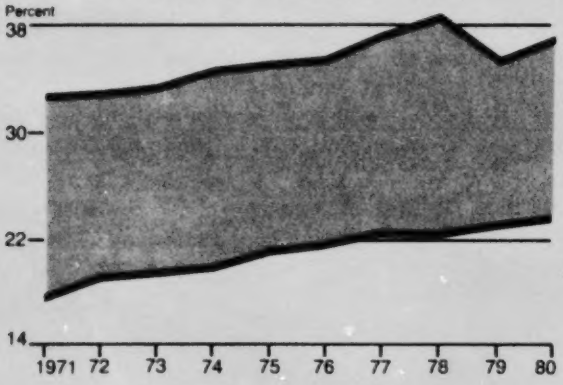


Legend
—Minority/Female
—Majority Males

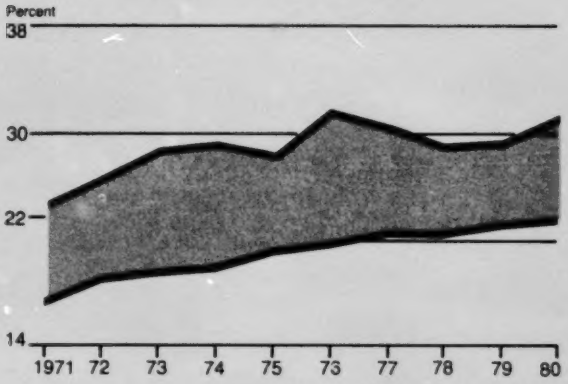
Source: Commission tabulations from Current Population Survey data.
See appendix A for methodological information and table A.3 for the numbers displayed in this figure.

FIGURE 3.6
Overeducation, 1971-80

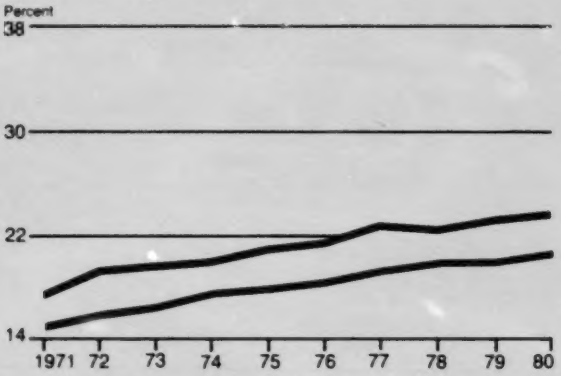
Black Males and Majority Males



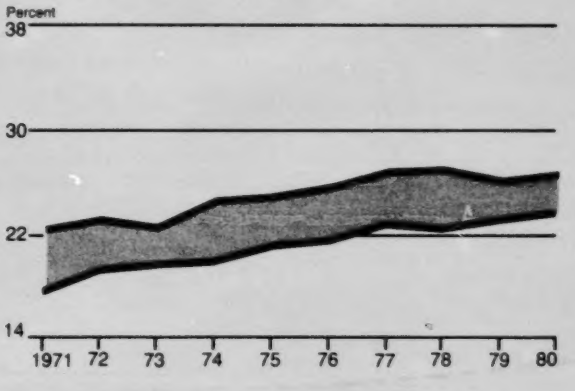
Hispanic Males and Majority Males



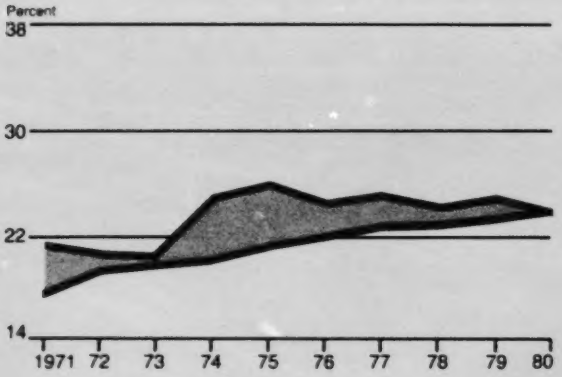
Majority Females and Majority Males



Black Females and Majority Males



Hispanic Females and Majority Males



Legend
—Minority/Female
—Majority Males

Source: Commission tabulations from Current Population Survey data.
See appendix A for methodological information and table A.3 for the numbers displayed in this figure.

Recent research suggests that the low overeducation rates for women in general, and majority women in particular, may be due to occupational segregation.[45] Indeed, patterns of occupational segregation are so prevalent that some analysts suggest "the existence of a separate female labor market characterized by low paying jobs, fluid entry and exit patterns, and limited prospects for upward mobility."[46] Economist Ralph Smith goes farther:

> The majority of women in the labor force are engaged in activities that could be characterized as "women's work." Most are clerical workers, nurses, elementary school teachers, salesclerks, and waitresses—not managers, physicians, college and university professors or skilled craft workers.[47]

One possible explanation for the overrepresentation of women in clerical and service occupations is offered by economist Nancy Barrett:

> To the extent that women discount their probable labor market participation, they will invest in less education and training, but because of externally imposed barriers to their upward mobility, women also get less payoff for education and training than do men. Thus women have less incentive to undertake costly education and training than men do, not only because they expect to spend less time in the labor market, but also because education and training do not pay off in higher earnings for women to the same degree that they do for men.[48]

The data in figure 3.6 show that overeducation is a continuing condition for all groups in the labor market. It is also clear that the trends indicated are not just simple ramifications of short-term economic trends; as mentioned previously, as the educational levels of workers continue to increase, this particular form of underemployment will probably also continue to increase.

Summary

This chapter has examined the disparities between the employment status of women and minorities and that of majority males to determine whether they persist through upswings and downturns of the business cycle. The consistency in the continuing disparity between the unemployment rates of blacks, Hispanics, and women and that of majority males suggests a pervasive and entrenched pattern.

Measures of underemployment were examined to determine if the pattern established for unemployment rates also prevailed in those areas of employment. The rates for minorities and women for some measures were, indeed, more affected by cyclical fluctuations than the rates for majority men.

- In terms of intermittent employment, majority and minority males exhibited the sharpest increases in their rates during the 1973–75 recession and the sharpest decreases during the subsequent recovery. The situation of Hispanic males improved relative to that of majority males by the end of the 10-year period, but for black males and females, the gap between their rates and that of majority males increased markedly. Only majority women fared better over the 10-year period than majority males. The gap in rates for Hispanic women and majority and majority men was relatively stable.
- Involuntary part-time employment over the study period is disproportionately concentrated among minorities, particularly Hispanic and black women. The rates for majority males were relatively stable over the 1971–80 period, but the rates for blacks, Hispanics, and women appeared more responsive to cyclical pressures in the economy. The smallest disparity in rates relative to majority males was that of majority women. The largest disparities occurred for black and Hispanic women. Following the 1973–75 recession, the rates for black and Hispanic women improved slightly relative to majority males, while the rate for majority women was slightly worse. The disparities for black and Hispanic males relative to majority males were relatively consistent toward the recovery years, but each experienced sharp increases toward the end of the decade.
- Marginal employment was a significant problem for all minorities and women compared to majority males; however, Hispanics and blacks consistently experienced the highest rates of marginal employment over the 10-year period. Although the rates for majority males and females showed relatively little change over the period, the rates for minorities appeared responsive to cyclical variations. The dissimilarity in the group patterns, however, sug-

[45] Ralph E. Smith, "The Movement of Women into the Labor Force," in *The Subtle Revolution*, ed. Ralph E. Smith (Washington, D.C.: The Urban Institute, 1979), p. 21; and U.S., Department of Labor, Employment and Training Administration, *Hispanic Workers in the U.S. Labor Market: Comparative Analysis of Employment and Earnings*, by Marta Tienda (Washington, D.C.: Government Printing Office, 1981), pp. 330–31.

[46] Tienda, *Hispanic Origin Workers*, p. 331.

[47] Smith, "The Movement of Women into the Labor Force," p. 21.

[48] Nancy S. Barrett, "Women in the Job Market," pp. 43–44.

gests that the effects of cyclical changes on marginal employment are more adverse for minorities than for majority males.

- Those workers who were fully employed but whose household income was below the poverty level were disproportionately minorities. Furthermore, the rates for members of the majority for 1971–80 did not appear as cyclically responsive as those for blacks and Hispanics, indicating that blacks and Hispanics are more likely to experience household income below the poverty level during recessionary periods than are members of the majority.
- Overeducation is a problem that affects all groups; however, the highest rates during the 1971–80 period were for black and Hispanic males. Some analysts have suggested that the relatively low rates for women are due to occupational segregation; women generally train for and fill jobs that can be characterized as "women's work," e.g., nurses, elementary school teachers, and clerical workers. Interestingly, this measure does not appear responsive to cyclical changes for any group; instead, each group exhibited an almost steady upward trend over the 10-year period. This will probably increase as does the educational attainment level of the labor force.

Short-run cyclical unemployment and underemployment problems are caused by a declining gross national product and the resultant decline in aggregate demand for goods and services. The analysis of measures of unemployment and underemployment in this chapter demonstrates that the employment hardships of economic downturns disproportionately affect blacks and Hispanics. Nevertheless, as the economy recovers, and employment opportunities increase, the group disparities persist. Although a healthy economy certainly improves employment opportunities for blacks, Hispanics, and majority women, it is not sufficient to diminish the disparities in the employment status of minorities and women compared to majority men. The next two chapters examine other factors that could account for these disparities.

Chapter 4

Variations by Location and Industry

The previous chapter demonstrated that blacks, Hispanics, and women generally had higher levels of unemployment and underemployment than majority males from 1971 to 1980, regardless of the state of the overall economy. These disparities may be due, not to discrimination, but to regional or industrial factors. This chapter examines whether those disparities may arise from higher levels of unemployment or underemployment in the areas or industries in which blacks, Hispanics, and women tend to live or work.

Over the past two decades, two major changes in regional development have occurred that have affected the economic status of blacks and Hispanics.[1] Since 1960 there has been a "substantial redistribution of employment" from central cities to suburbs, according to sociologist Franklin D. Wilson.[2]

During this time most new employment has occurred in the suburbs, and the result has been a trend toward "metropolitan decline" in the older cities.[3]

Those most affected by this decline are blacks and Hispanics, who disproportionately live in central cities. Over one-half of all blacks, and nearly one-half of all Hispanics in the Nation, live in central cities.[4] By contrast, about 30 percent of the total U.S. population resides in central cities.[5]

The fact that many blacks and Hispanics live in declining central cities is called by some economists a "market imperfection." Lack of jobs for blacks and Hispanics, according to this line of reasoning, is due not to discrimination, but to the fact that the jobs are located in areas in which relatively few blacks and Hispanics live or in parts of the metropolitan area to which commuting is time consuming or expensive.[6]

A second and equally important trend has been the rapid growth of industry in the "Sunbelt" regions of the Nation, the Southern and Western States. Many industries have relocated from the Northeastern and Central States to areas with warmer climates and lower labor costs.[7] For example, the number of manufacturing jobs in the United States declined by 393,000 between 1970 and 1976, but the number of such jobs increased in the Sunbelt.[8] The growth of industry in the South and West might make geographical variations an important factor in economic disparities.

Previous Studies

Metropolitan Residence

A study done under contract with the Equal Employment Opportunity Commission in 1974 exam-

[1] Because males and females live in the same areas for the most part, the discussion of locational differences centers on race and ethnic groups rather than sex.

[2] Franklin D. Wilson, *Residential Consumption, Economic Opportunity, and Race* (New York: Academic Press, 1979), p. 152.

[3] Ibid.

[4] National Commission on Neighborhoods, *Final Report to the President and the Congress of the United States* (1979), p. 4.

[5] U.S., Department of Labor, Bureau of Labor Statistics, *Employment in Perspective: Minority Workers*, report 652 (1981), p. 1.

[6] David M. Gordon, *Theories of Poverty and Underemployment* (Lexington, Mass.: D.C. Heath, 1972), p. 127.

[7] Philip L. Rones, "Moving to the Sun: Regional Job Growth, 1968 to 1978," *Monthly Labor Review*, vol. 103 (March 1980), p. 12.

[8] Gurney Breckenfeld, "Business Loves the Sunbelt," *Fortune*, June 1977, p. 133.

ined the effects of suburbanization in several cities. It found, for example, that over one-third of new business activities in St. Louis County between 1967 and 1971 were actually relocations of businesses formerly located in the city of St. Louis.[9] Such relocations, the study found, had a disparate effect on minorities: "By moving to the suburbs companies experience much less likely prospects of hiring minority workers. The proportion of potential minority recruits within normal commuting distance of the companies is drastically reduced to. . .one-third to as little as one-eighth the central city levels. . . ."[10]

In 1981 the Illinois Advisory Committee to the U.S. Commission on Civil Rights studied plant closings and relocations in that State between 1975 and 1978. It found that "economic dislocation has affected all groups in Illinois but minority groups and women have been hit particularly hard."[11] For example, in firms in the sample that had relocated, blacks lost 24.3 percent of their jobs, compared with 2.8 percent for whites. Total Hispanic employment increased slightly, but the percentage of Hispanics in professional positions declined.[12]

Region of the Country

Although the growth of the Sunbelt regions has been widely reported in the media, few studies have explored the effects of this growth on minorities. Two studies have examined incomes in the South and elsewhere in the Nation, however. In 1977 the Congressional Budget Office (CBO) used data from the 1975 Current Population Survey to compare the incomes of blacks and whites. CBO reported that income in the South was low relative to income elsewhere, but that black income in the South was disproportionately low.[13] Although the Southern States may offer greater job opportunities than other regions, this study suggests that blacks are no better off there (at least in terms of earnings) than elsewhere.

Sociologists Charles Hirschman and Kim Blankenship studied earnings differentials between the North and the South from 1960 to 1975. They also found that both blacks and whites in the South earned less than in the North and that black males in the South earned disproportionately low incomes compared with whites in that region.[14] Blacks in the South are thus doubly disadvantaged: they are low paid relative to other workers in a low-income region.

The above-noted studies suggest that minorities are disadvantaged by their residence as jobs move out of central cities and into suburban areas. Moreover, blacks who live in the South earn lower incomes relative to whites in that area and to blacks elsewhere in the Nation. The section below examines the possibility that the disparities in unemployment and underemployment also are reflections of geographic differences, again using data from the March 1980 Current Population Survey (CPS).

Metropolitan Residence

Table 4.1 shows the percentages of each group experiencing unemployment and forms of underemployment[15] in central cities, suburban areas, and nonmetropolitan areas.[16] These data are shown graphically in figure 4.1. Ratios, showing the proportion of each group unemployed and underemployed compared with majority males, are shown in appendix B.[17]

Unemployment for all groups was lower in the suburbs than in the central cities, except for majority females (who had the same rate in both locations). Regardless of location, however, majority males were unemployed less often than blacks or Hispanics, and the disparities in the suburbs were nearly as great as in

[9] U.S., Equal Employment Opportunity Commission, *The Impact of Corporate Suburban Relocations on Minority Employment Opportunities* (1974), p. 4.

[10] Ibid., p. 65.

[11] Illinois Advisory Committee, *Shutdown: Economic Dislocation and Equal Opportunity*, p. 32.

[12] Ibid., p. 33.

[13] Congressional Budget Office, *Income Disparities Between Black and White Americans* (1977), p. 43.

[14] Charles Hirschman and Kim Blankenship, "The North-South Earnings Gap: Changes During the 1960s and 1970s," *American Journal of Sociology*, vol. 87 (1981), p. 393.

[15] Overeducation is not included in this chapter, because the measure of overeducation requires standardization by education to have meaningful group comparisons, as described in app. A. The standardized rates are only available in the Commission tabulations for group totals. Those rates were described in chapters 2 and 3. This chapter presents rates of unemployment and underemployment disaggregated by geographic variables and industry for which the standardized measure is not available. For possible use as reference information, the unstandardized rates of overeducation are included in app. B, however.

[16] "Central cities" are the largest cities (or twin cities in some cases) in standard metropolitan statistical areas (SMSAs). "Suburban areas" consist of all the SMSA not in the central city. "Nonmetropolitan areas" are areas not included in the above categories. U.S., Department of Commerce, Bureau of the Census, *Public Use Samples of Basic Records from the 1970 Census* (1972), pp. 135–37.

[17] The discussion in the text is based on comparisons of percentages, rather than ratios and percentage differences, because the latter two measures can vary depending on the size of the percentages and the size of the disparities. Ratios and percentage differences, along with further information, are presented in appendix B.

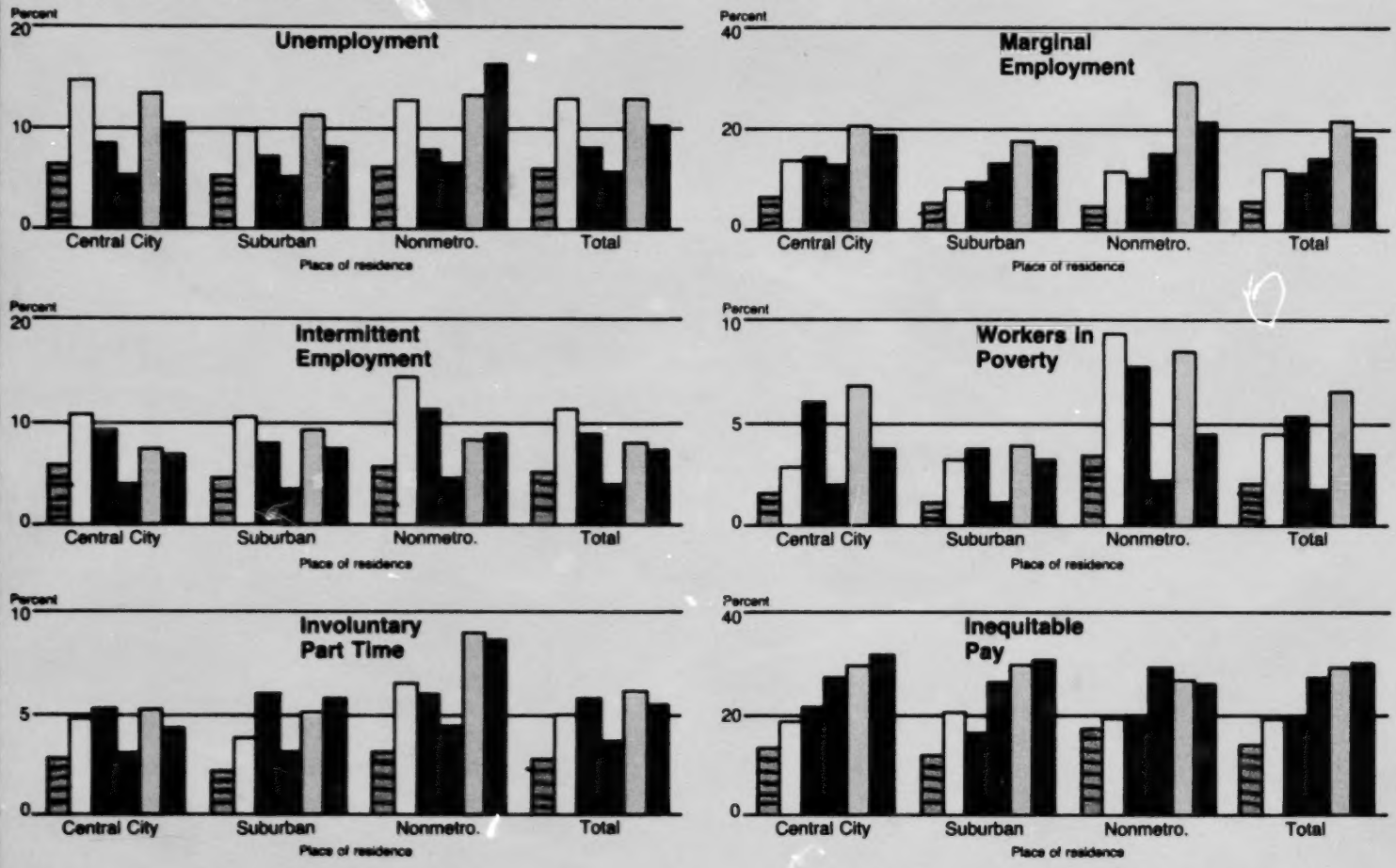
Table 4.1
Unemployment and Underemployment by Race and Ethnic Group and Sex, and by Metropolitan Residence, March 1980

	Males			Females		
	Majority	Black	Hispanic	Majority	Black	Hispanic
Central city						
Unemployed	6.4%	14.7%	8.4%	5.2%	13.4%	10.5%
Intermittently employed	5.7	10.8	9.3	3.9	7.5	7.1
Involuntary part time	2.9	4.8	5.3	3.1	5.3	4.4
Marginal jobs	6.4	13.7	13.9	13.0	20.6	18.9
Workers in poverty households	1.6	2.9	6.0	1.8	6.9	3.8
Inequitable pay	13.4	18.6	21.2	27.1	29.9	31.4
Suburb						
Unemployed	5.4	10.0	7.3	5.2	11.4	8.1
Intermittently employed	4.7	10.6	8.1	3.6	9.3	7.5
Involuntary part time	2.2	3.8	6.0	3.1	5.1	5.7
Marginal jobs	5.1	8.1	9.1	13.1	17.9	16.6
Workers in poverty households	1.2	3.2	3.8	1.2	4.0	3.2
Inequitable pay	11.6	20.2	16.2	26.3	30.0	30.4
Nonmetropolitan areas						
Unemployed	6.3	12.8	7.9	6.6	13.3	16.4
Intermittently employed	5.7	14.7	11.4	4.4	8.4	8.8
Involuntary part time	3.2	6.5	6.0	4.4	9.1	8.8
Marginal jobs	4.8	11.3	10.1	14.9	29.1	21.4
Workers in poverty households	3.4	9.4	7.8	2.2	8.6	4.5
Inequitable pay	17.0	19.0	19.4	29.0	26.5	25.9

This table can be read as follows: in March 1980, 6.4 percent of majority males and 14.7 percent of black males in central cities were unemployed.

Source: Commission tabulations of 1980 Current Population Survey data. A description of the data is contained in appendix A.

FIGURE 4.1
Percentage Unemployed and Underemployed, by Metropolitan Residence



Source: Commission tabulations from the Current Population Survey, 1980.
See table 4.1 for actual numbers displayed in this figure and appendix A for methodological information.

the central cities. In fact, the proportion of majority males unemployed in central cities (6.4 percent), where unemployment rates were highest, was lower than the proportion of Hispanics and blacks who were unemployed in any area—central city, suburb, or nonmetropolitan area.

On virtually all measures of underemployment, majority males fared better than other groups, regardless of where they lived. For example, on the measure of involuntary part-time employment, majority males fared somewhat better in the suburbs (2.2 percent) than in the central cities (2.9 percent). As table 4.1 and figure 4.1 show, however, living in the suburbs did not necessarily help blacks and Hispanics. Blacks were less often involuntary part-time workers in the suburbs, but Hispanics had this form of underemployment more often, and majority females showed no variation. More important, majority males consistently had the lowest rate of involuntary part-time employment, and the disparities were just as great or greater in the suburbs as elsewhere.

The measure of inequitable pay also shows that, regardless of location, blacks and Hispanics continue to be at a disadvantage. Majority males in suburban areas received inequitable pay slightly less often (11.6 percent) than those in central cities (13.4 percent). But in both locations, blacks, Hispanics, and women received inequitable pay far more frequently than did majority males, as table 4.1 shows. The percentage of women who had this form of underemployment was especially high; it was more than twice the percentage of majority males, regardless of location. Similar disparities can also be seen on the other measures of underemployment reported in table 4.1 and figure 4.1.

On several measures, majority females had lower rates than majority males. As discussed in chapter 2, majority females had lower rates of unemployment and intermittent employment. Table 4.1 shows that this was true everywhere except nonmetropolitan areas, where majority females had slightly higher unemployment. By contrast, majority females had higher rates of involuntary part-time employment. They also had marginal jobs more than twice as often as majority males, regardless of location, and had high rates of inequitable pay. In nonmetropolitan areas, in fact, majority females had higher rates of inequitable pay than any other groups.

Region of the Country

Information from the CPS was used to divide the Nation into four regions: Northeast, North Central, South, and West.[18] In March 1980 the unemployment rates in these regions varied, with the South having the lowest unemployment and the North Central region the highest, as table 4.2 and figure 4.2 show. For majority males the unemployment rate ranged from a low of 4.8 percent in the South to a high of 7.1 percent in the North Central States.

These data show that regional variations are important, and that blacks and Hispanics have lower levels of unemployment in the Sunbelt States. Larger than these regional differences, however, were differences among groups, even in the same region. In the South, the region with the lowest overall unemployment rate, the unemployment rate among majority males was 4.8 percent. For black males it was more than double, 10.3 percent. Hispanic males, however, came closer to approaching the unemployment rate of majority males in the South than in any other region (6.0 percent). Females were particularly disadvantaged in the South. Among black females, 13.0 percent were unemployed, and among Hispanic females, 10.4 percent were unemployed. Even majority females, who generally had the lowest overall unemployment rate of any group, had a higher unemployment rate in the South than majority males.

In the North Central region, the region with the highest unemployment rate, 7.1 percent of majority males were unemployed, compared with 18.3 percent of black males, 14.0 percent of black females, 10.4 percent of Hispanic males, and 10.8 percent of Hispanic females. In fact, in every region, majority males were unemployed at a lower rate than blacks or Hispanics.

On the measures of underemployment, too, the disparities remained large, as majority males fairly consistently had the lowest rates. On the measure of workers in poverty households, for example, the percentage of majority males in the South was 2.8 percent and of majority females 2.1 percent. By

[18] Northeastern States include: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont. North Central States include: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin. Southern States include: Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, Texas, North Carolina, Oklahoma, South Carolina, Tennessee, Virginia, and West Virginia. Western States include Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming. The District of Columbia is included with the Southern States.

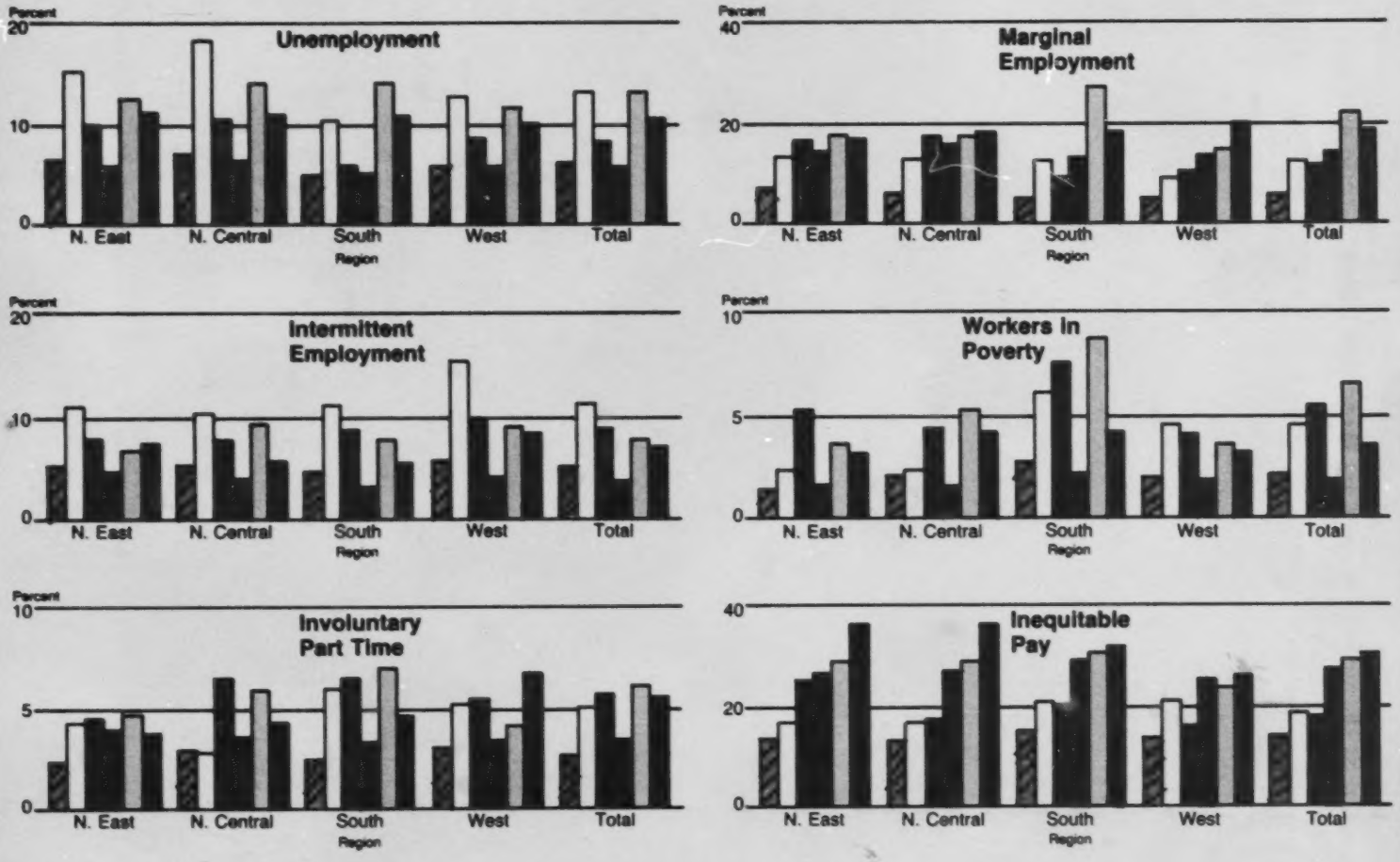
Table 4.2
Unemployment and Underemployment by Race and Ethnic Group and Sex, and by Region of Residence, March 1980

	Males			Females		
	Majority	Black	Hispanic	Majority	Black	Hispanic
Northeastern States						
Unemployed	6.3%	15.2%	9.9%	5.8%	12.4%	11.1%
Intermittently employed	5.4	11.1	8.1	4.7	6.8	7.6
Involuntary part time	2.4	4.3	4.6	4.0	4.8	3.9
Marginal jobs	6.5	12.3	16.0	13.8	17.0	16.5
Workers in poverty households	1.3	2.2	5.3	1.6	3.6	3.1
Inequitable pay	13.5	16.6	25.0	26.1	28.6	36.1
North Central States						
Unemployed	7.1	18.3	10.4	6.2	14.0	10.8
Intermittently employed	5.6	10.4	7.9	4.1	9.5	5.9
Involuntary part time	2.9	2.9	6.5	3.7	5.9	4.4
Marginal jobs	5.5	12.4	16.9	15.4	16.8	17.9
Workers in poverty households	2.0	2.3	4.4	1.5	5.4	4.2
Inequitable pay	13.3	16.7	17.5	26.7	28.9	36.1
Southern States						
Unemployed	4.8	10.3	6.0	5.0	13.0	10.4
Intermittently employed	4.6	11.2	8.8	3.3	7.8	5.6
Involuntary part time	2.5	6.0	6.5	3.4	7.0	4.8
Marginal jobs	4.5	12.1	9.1	12.7	26.7	17.9
Workers in poverty households	2.8	6.2	7.6	2.1	8.8	4.2
Inequitable pay	14.9	20.4	20.0	29.2	30.5	31.6
Western States						
Unemployed	5.6	12.6	8.5	5.7	11.5	10.0
Intermittently employed	5.9	15.7	9.7	4.1	9.1	8.7
Involuntary part time	3.1	5.2	5.4	3.4	4.2	6.8
Marginal jobs	4.6	8.5	10.2	13.1	14.2	19.7
Workers in poverty households	2.0	4.5	4.1	1.9	3.6	3.2
Inequitable pay	13.6	20.8	16.4	25.1	23.6	25.6

This table can be read as follows: in March 1980, 6.3 percent of majority males and 15.2 percent of black males in the Northeastern States were unemployed.

Source: Commission tabulations of 1980 Current Population Survey data. A description of the data set is contained in appendix A.

FIGURE 4.2
Percentage Unemployed and Underemployed by Region of Residence



Source: Commission tabulations from the Current Population Survey, 1980.
See table 4.2 for actual numbers displayed in this figure and appendix A for methodological information.

contrast, the disparities between majority males and blacks were larger in the South than anywhere else: 6.2 percent of black males and 8.8 percent of black females worked in poverty households. Hispanics, too, appeared more disadvantaged in the South than elsewhere; 7.6 percent of Hispanic males and 4.2 percent of Hispanic females were in poverty households.

The proportion of workers in marginal jobs also shows considerable variation by region, but again majority males had the lowest rates. The disparities between majority males and other groups were relatively stable, however. Black and Hispanic males had this form of underemployment about twice as often as majority males, and females, about three times as often. There were a few exceptions; black females in the South were marginally employed six times as often (26.7 percent) as majority males (4.5 percent), and black males in the West were marginally employed less than twice as often (8.5 percent) as majority males (4.6 percent). Overall, though, the disparities showed little variation.

Local Unemployment Rate

A comparison of areas with different unemployment rates shows the relative employment status of groups in areas in which there is relatively little unemployment (where demand for labor is relatively high), compared with areas where demand for labor is lower. Data are available from the U.S. Department of Labor on the unemployment rate in the standard metropolitan statistical area (SMSA) or State in which the individual lived. (For additional information on these data, see appendix A.) For analysis, local unemployment rates were rounded and grouped into three categories: 6 percent or less, 7 to 9 percent, and 10 percent or higher.[19]

Table 4.3 and figure 4.3 show the unemployment and underemployment rates for each group, for each of the ranges of three local unemployment rates. In each instance, blacks and Hispanics were unemployed far more often than majority males. The disparities remained relatively constant; black males and females were unemployed more than twice as often as majority males, and Hispanic males and females less than twice as often.

Majority women were an exception. As noted in chapter 2, majority women are more likely than other groups to stop looking for work when it becomes unavailable. As table 4.3 shows, in areas of high unemployment (10 percent or more), relatively few majority women were counted as unemployed compared with majority males. In other words, in areas where unemployment is high and job competition is keen, majority females tend to leave the labor force. In areas with low unemployment, however, the proportion of majority females unemployed was higher than the proportion of majority males.

On each of the measures of underemployment, too, blacks and Hispanics continued to experience higher levels than majority males, even in areas where unemployment was low and demand for labor was high. For example, in areas with unemployment rates of 6 percent or less, 4.5 percent of majority males were intermittently employed. By contrast, 11.8 percent of black males and 9.2 percent of Hispanic males had this form of underemployment. Intermittent employment also affected black females (7.9 percent) and Hispanic females (7.7 percent) more often than majority males. Majority females, by contrast, less often had this form of underemployment (3.2 percent), as discussed in chapter 2.

Similarly, majority females (who are most often married to majority males) less often were in poverty households than any other group. Blacks and Hispanics, on the other hand, worked but remained in poverty far more often. The disparities were narrowest in areas with high unemployment. This was because blacks and Hispanics were disproportionately the ones unemployed; therefore, they could less often be classified as "working poor" because they had no jobs at all.

Industrial Analysis of Disparities

The regional shift in industries to the suburbs, and to the Southern and Western States, has been accompanied by a shift away from manufacturing industries. This trend may also be a factor in employment disparities if blacks, Hispanics, and women are employed in industries with relatively high levels of unemployment and underemployment.

Over the past few years the Nation has witnessed a steady decline in the economic well-being and relative size of some industries, especially in manufacturing. During the 1970s, for instance, employment in manufacturing industries grew much more slowly than the

[19] Each category contained approximately the same number of SMSAs to facilitate the analysis. At the time the CPS data were collected, 7 to 9 percent represented approximately the average level of unemployment; 6 percent was well below average; and 10 percent was well above.

Table 4.3
Unemployment and Underemployment by Race and Ethnic Group and Sex, and by Local Unemployment Rate, March 1980

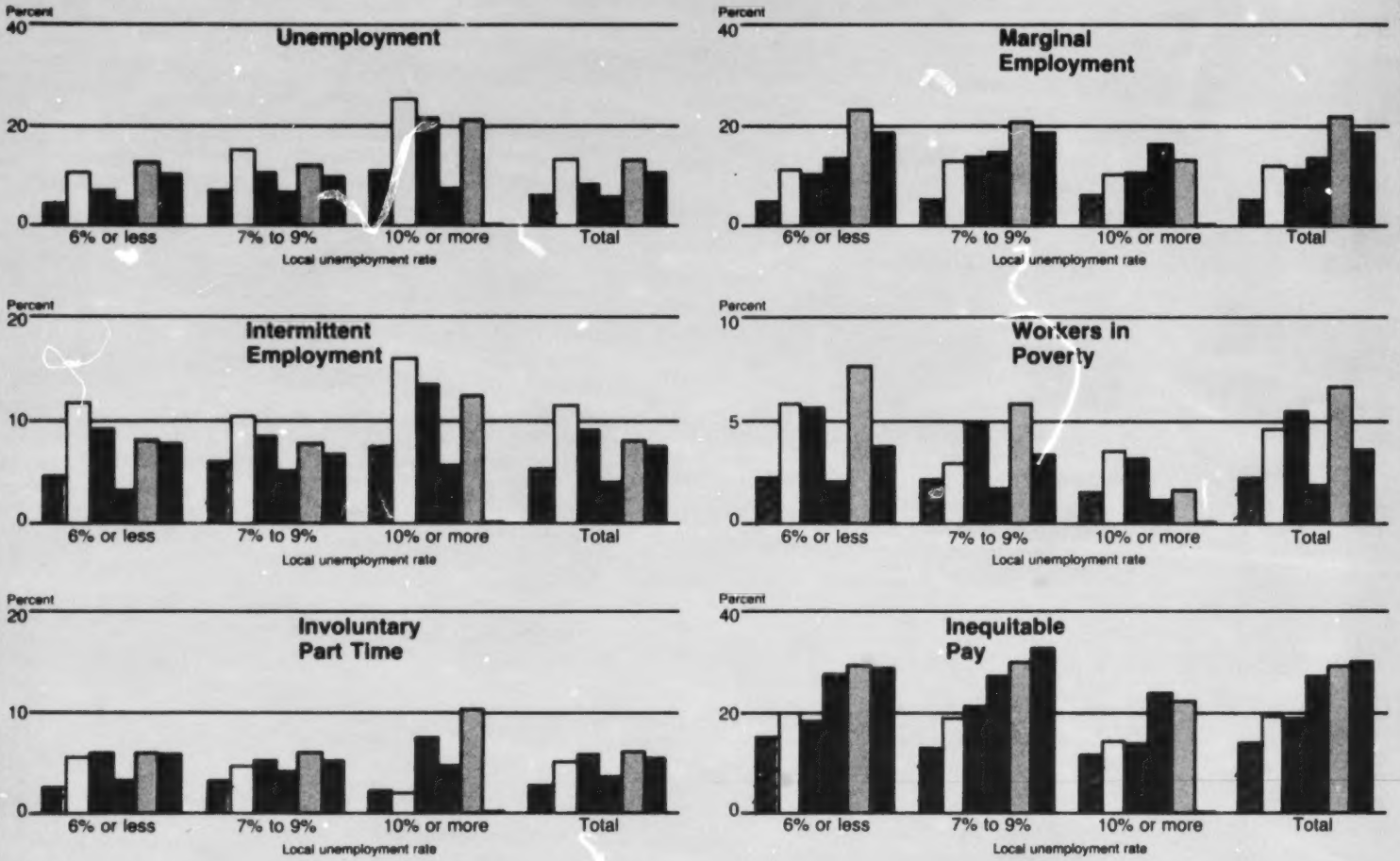
	Males			Females		
	Majority	Black	Hispanic	Majority	Black	Hispanic
Local unemployment 6 percent or less						
Unemployed	4.6%	10.4%	7.1%	4.9%	12.7%	10.5%
Intermittently employed	4.5	11.8	9.2	3.2	7.9	7.7
Involuntary part time	2.6	5.5	5.9	3.2	5.8	5.7
Marginal jobs	5.1	11.3	10.4	13.3	23.3	18.6
Workers in poverty households	2.2	5.8	5.6	2.0	7.7	3.7
Inequitable pay	14.7	19.8	18.2	27.3	29.2	29.0
Local unemployment 7-9 percent						
Unemployed	7.1	15.0	10.4	6.5	12.2	9.7
Intermittently employed	6.1	10.4	8.5	5.0	7.8	6.8
Involuntary part time	3.0	4.6	5.1	4.1	6.0	5.1
Marginal jobs	5.4	12.9	13.7	14.4	20.6	18.7
Workers in poverty households	2.0	2.9	4.9	1.6	5.9	3.3
Inequitable pay	13.0	18.6	21.2	27.0	30.0	32.8
Local unemployment 10 percent or higher						
Unemployed	11.2	25.1	21.4	7.6	21.0	[1]
Intermittently employed	7.5	16.1	13.6	5.6	12.6	[1]
Involuntary part time	2.1	2.1	7.4	4.7	10.3	[1]
Marginal jobs	6.2	10.1	10.1	16.0	12.9	[1]
Workers in poverty households	1.4	3.4	3.2	1.0	1.6	[1]
Inequitable pay	11.3	14.0	13.8	23.7	22.4	[1]

[1] Insufficient number of cases.

This table can be read as follows: in March 1980, 4.6 percent of majority males and 10.4 percent of black males who lived in SMSAs or States with unemployment rates of 6 percent or less were unemployed.

Source: Commission tabulations of 1980 Current Population Survey data. A description of the data set is contained in appendix A.

FIGURE 4.3
Percentage Unemployed and Underemployed by Local Unemployment Rate



Source: Commission tabulations from the Current Population Survey, 1980.
See table 4.3 for actual numbers displayed in this figure and appendix A for methodological information.

overall rate of employment. By contrast, in service industries and the professions, employment grew faster than overall employment.[20]

The automobile industry, for example, is in a state of decline. As employment in the U.S. automobile industry falls, many jobs may be permanently lost to overseas workers or automation. Changes such as these may have an important and disproportionate effect on minority employment. In the past, many black and Hispanic males have found employment in the manufacturing industries.[21] As these industries constitute a shrinking percentage of total U.S. employment, the levels of unemployment and underemployment among black and Hispanic males could result from their disproportionate employment in manufacturing. Employed women, by contrast, are less likely to be affected by these changes, since they are more often employed in service industries than manufacturing.[22]

Information from the Current Population Survey is available on the industry in which individuals were employed in 1980 (or, in the case of unemployed persons, the industry in which they were last employed).[23] The data have been "standardized" to produce a statistical approximation of what the levels of unemployment and underemployment would be if all groups were represented in each industry in identical proportions.[24] These data are shown in table 4.4.

The unemployment and underemployment rates, standardized for industry, show that a few changes in the disparities would take place after the effects of industry have been statistically eliminated. The standardized unemployment rate for majority females, for example, was higher than the rate for majority males. This is because majority females do not work in manufacturing industries as often as majority males. If this difference were eliminated, these data show that majority females would have higher unemployment rates than majority males.

The standardized rates show some other relatively small changes in the disparities. For inequitable pay, rates for all males increased very slightly, and rates for females decreased, which resulted in slightly smaller (though still very large) disparities. In other words, a small part of the very large disparities is due to the fact that males and females work in different industries, and the industries in which females work apparently do not pay as well. Overall, however, most disparities narrowed only very slightly, and in a few instances (such as the unemployment rate for majority females) the disparities actually increased. Differences in industry, therefore, do not account for a substantial portion of the disparities, as measured by the statistical technique of standardization used here.[25]

Summary

This chapter has examined two possible causes of employment disparities: location and industry. Unlike fluctuations in the economy, which may occur frequently, changes in the location of employment and declines in certain industries are long-term changes that occur relatively infrequently.

Much of the literature on unemployment suggests that blacks and Hispanics may be in the wrong area, or the wrong industry, at present. It has been suggested that blacks have been moving into cities just at the time when suburbs were beginning to offer better economic opportunities. Similarly, it has been argued that because many blacks and Hispanics have sought employment in manufacturing industries, their current high levels of unemployment are attributable to the decline these industries have experienced in recent years.

The data presented in this chapter have shown that blacks and Hispanics in the South and West and in suburban areas experienced less unemployment and

[20] U.S., Department of Labor, Bureau of Labor Statistics, "The Employment Situation: November 1981," *News*, November 1981.

[21] Kenneth Bancroft Clark and John Hope Franklin, *The Nineteen Eighties: Prologue and Prospect* (Washington, D.C.: Joint Center for Political Studies, 1981), pp. 17–18; and Vernon M. Briggs, Jr., Walter Fogel, and Fred H. Schmidt, *The Chicano Worker* (Austin: University of Texas Press, 1977), p. 68.

[22] Nancy S. Barrett, "Women in the Job Market: Unemployment and Work Schedules," in *The Subtle Revolution*, ed. Ralph E. Smith (Washington, D.C.: The Urban Institute, 1979), p. 78.

[23] The industrial categories are: construction, manufacturing—durable goods, manufacturing—nondurable goods, transportation and public utilities, wholesale and retail trade, finance, insurance, real estate and services, government, and agriculture and mining.

[24] Standardization is a statistical technique to remove the effect of a control variable (in this case, industry), "so that the relationship between the independent and dependent variables can be examined without this source of contamination." Herman J. Loether and Donald G. McTavish, *Descriptive Statistics for Sociologists* (Boston: Allyn and Bacon, 1974), p. 294. Because of the relatively large number of industries, it would be impractical to present a separate table for each industry, as was done in the previous discussions of region.

[25] Because standardization is a statistical technique, it does not necessarily "prove" how much of disparities are actually caused by differences in industries; it only shows how much of disparities are related to industrial variations. In other words, the data provide only an estimate of the size the disparities would be if there were no differences in employment by industry, and all other factors remained equal.

Table 4.4
Unemployment and Underemployment, by Race and Ethnic Group and Sex, Standardized by Industry, March 1980

	Males			Females		
	Majority	Black	Hispanic	Majority	Black	Hispanic
Unemployed	5.6%	12.0%	7.5%	6.1%	14.7%	10.4%
Intermittently employed	4.9	10.8	7.8	4.3	9.3	7.2
Involuntary part time	2.5	4.9	5.3	3.5	6.0	5.1
Marginal jobs	5.7	13.3	12.6	12.0	20.0	16.6
Workers in poverty households	2.0	4.6	5.5	1.8	6.0	3.1
Inequitable pay	14.5	20.5	20.0	26.9	26.9	29.9

This table can be read as follows: in March 1980, 5.6 percent of majority males and 12.0 percent of black males were unemployed after standardizing Current Population Survey data by industry.

Source: Commission tabulations of 1980 Current Population Survey data. A description of the data set is contained in appendix A.

underemployment than blacks and Hispanics living elsewhere. When compared to majority males in the same areas, however, blacks and Hispanics usually fared poorly. In some instances, the disparities narrowed in the growth areas. In the South, Hispanic males were unemployed more often than majority males, but their unemployment rates were closer there than elsewhere in the Nation. On the other hand, there were signs that minorities and women were not doing well in these areas; the rate of working black women in poverty households in the South was disproportionately high. In general, the disparities remained large and remarkably constant. Moreover, after the data were standardized by industry, the disparities persisted or grew larger. Neither location nor industry, therefore, can explain the disparities.

Chapter 5

Variations by Individual Characteristics

Previous chapters have shown that the disparities between groups remained despite economic fluctuations, location, or industry. Although discrimination is certainly a possible cause of employment disparities, other factors could also account for the differences such as in the characteristics of individuals. This chapter goes beyond general conditions to look at more specific comparisons that take into account individual factors such as age and education that are relevant to employment.

Economist Thomas Sowell has discussed how factors other than discrimination could account for disparities such as those discussed in chapter 2. For example, since black males in the labor force are on the average younger and have less education than majority males, the higher average rates of unemployment and underemployment, Sowell argues, could simply be a reflection of these differences in age and education and not a result of anything else. By contrast, those majority males with higher levels of education could be expected to have lower rates of unemployment and underemployment as a result.[1]

The characteristics of individuals undoubtedly play an important part in employers' decisions on whom to hire or promote. Frequently, researchers suggest thinking of the labor supply as a long "queue," with the most desirable potential employees at the beginning and the least desirable at the end. People with the same characteristics, such as educational background or age, should be at the same position in the queue, regardless of their race or sex, according to this theory. When an employer has a vacancy, he fills it from the front of the queue, that is, with the worker perceived as most desirable.[2]

The groups in this report differ in their composition in terms of their demographic, educational, and employment characteristics.[3] This is partly a manifestation of historical conditions and past patterns of legally-sanctioned discrimination experienced by blacks, Hispanics, and women.[4] It is possible, therefore, that the disparities observed in chapter 2, and analyzed in chapters 3 and 4, reflect these differences in the composition of groups. That is, the disparities could simply reflect the results of hiring from the labor pool to obtain the best worker for each job without regard to race, national origin, or sex.

Critics of this view, however, charge that it cannot fully explain differences in unemployment between majority males and other groups. Economist William Darity, Jr., has claimed that "black workers who share the same 'productivity characteristics' with whites typically earn less and are more frequently jobless."[5] This chapter examines characteristics of individuals that are said to affect their desirability to

[1] Thomas Sowell, *Markets and Minorities* (New York: Basic Books, 1981), pp. 7–17.

[2] Vernon M. Briggs, Jr., Walter Fogel, and Fred H. Schmidt, *The Chicano Worker* (Austin: University of Texas Press, 1977), pp. 68–69.

[3] U.S., Commission on Civil Rights, *Social Indicators of Equality* (1978), tables 2.2, 2.3, and 2.4 (hereafter cited as *Social Indicators of Equality*).

[4] U.S., Commission on Civil Rights, *Civil Rights: A National, Not a Special Interest* (1981), pp. 48–49.

[5] William A. Darity, Jr., "The Human Capital Approach to Black-White Earnings Inequality: Some Unsettled Questions," *Journal of Human Resouces*, vol. 17 (1982), p. 90.

employers to determine whether disparities in unemployment or underemployment remain when these characteristics are held constant. Comparisons of unemployment and underemployment rates for workers with equivalent qualifications—people who should have the same position in the labor queue—are made to determine whether differences in qualifications between majority males, Hispanics, blacks, and women can account for the differences in unemployment and underemployment.

Education

Previons Studies

Education is a key characteristic that employers look for in potential or current employees. Those with more education are usually regarded as more desirable employees, and increased levels of education are related to decreased levels of unemployment and underemployment. People with more education, in short, more often have better jobs.[6]

All groups do not have equivalent levels of education, however. Minorities, who have long been discriminated against in the educational process, continue to have lower levels of educational attainment than majority males.[7]

Most studies of the effect of education on employment disparities have looked at earnings, a factor in two of the underemployment measures used in this report (workers in poverty households and inequitable pay). In one such study, economists Farrell F. Bloch and Sharon P. Smith examined a number of human capital characteristics using data from the 1973 Current Population Survey (CPS). They found that more years of education were associated with higher earnings for both whites and blacks. They also reported, however, that more education increased the earnings of whites to a greater extent than it did for blacks.[8]

Sociologists Donald Treiman and Kermit Terrell examined the relationship between education and earnings for black and white men and women. They found that higher levels of education increased the earnings of white men more than white women.[9] They also reported that on the average black women appeared to earn "substantially less than white women with comparable characteristics."[10]

In a study of Hispanic workers in the Southwest, economists Briggs, Fogel, and Schmidt reported that increased education was associated with increased earnings for Hispanics, but the increase was less than for non-Hispanics. In California during the 1960s, for example, they found that relative educational levels of Hispanics rose compared to those of non-Hispanics, but that Hispanic relative income did not increase accordingly. Future increases in education, they concluded, would not lead to income equality for Hispanics.[11]

Sociologists David Featherman and Robert Hauser compared 1962 and 1973 samples of married men and women. They controlled for family background factors (father's occupation, farm origins, and number of siblings), occupation, and experience. They found that women's "returns to" education (that is, the average increase in earnings associated with an additional year of education) in 1973 were just under 40 percent of those for men.[12] This represented an improvement over the situation in 1962 when the returns to education for women were 25 percent of the male rate of return. They also found that increased years of education for blacks in 1973 increased their earnings 63 percent as much as it did for whites.[13]

1980 Data on Education

The above-noted studies indicate that differences in education alone do not account for differences in earnings, which suggests that education cannot fully explain disparities, but these studies did not examine education as it affects the specific forms of underemployment in this report. This section examines unemployment and underemployment rates of persons with comparable amounts of schooling to determine how

[6] For a discussion of the relationship between education and employment, see Gregory D. Squires, *Education and Jobs* (New Brunswick, N.J.: Transaction Books, 1979), pp. 55–119.

[7] In 1976, 34 percent of majority males ages 25 to 29 had completed 4 years of college. By contrast, the percentages of other groups who had completed college were lower: 11 percent of black males, 11 percent of Mexican American males, 6 percent of Puerto Rican males, 22 percent of majority females, 11 percent of black females, 5 percent of Mexican American females, and 4 percent of Puerto Rican females. *Social Indicators of Equality*, table 2.4.

[8] Farrell F. Bloch and Sharon P. Smith, "Human Capital and Labor Market Employment," *The Journal of Human Resources*, vol. 12 (1979), p. 555.

[9] Donald J. Treiman and Kermit Terrell, "Sex and the Process of Status Attainment: A Comparison of Working Women and Men," *American Sociological Review*, vol. 40 (1975), p. 195.

[10] Ibid., p. 192.

[11] Briggs, Fogel, and Schmidt, *The Chicano Worker*, pp. 55–56.

[12] David L. Featherman and Robert M. Hauser, "Sexual Inequalities and Scoioeconomic Achievement in the U.S., 1962–73," *American Sociological Review*, vol. 41 (1976), p. 479.

[13] David L. Featherman and Robert M. Hauser, "Changes in the Socioeconomic Stratification of the Races, 1962–73," *American Journal of Sociology*, vol. 82 (1976), p. 638.

much of the inequalities can be attributed to different levels of education attained by majority males, blacks, Hispanics, and females.

Data from the March 1980 CPS reveal a clear and unambiguous relationship between education and unemployment for each group: the more schooling, the less unemployment. Persons with less than a high school education experienced unemployment rates of more than 10 percent. By contrast, fewer than 6 percent of college graduates were unemployed. These data are shown in table 5.1 and are illustrated in figure 5.1.[14]

More striking than the overall differences due to education are the disparities between groups at the same educational level. At every level of education, large differences exist in unemployment rates between majority males and blacks, Hispanics, and women. Among high school graduates, for example, blacks were unemployed more than twice as often as majority males, and Hispanics were also unemployed more often than majority males. Black males who had attended college were unemployed as frequently (10.9 percent) as majority males who had not graduated from high school (10.8 percent). The only exceptions to this pattern were majority females with less than a college degree and Hispanic males who had not finished high school. These groups had unemployment rates slightly below those of comparably educated majority males.

On the measures of underemployment, too, majority males generally fared best at each educational level.[15] The proportion of involuntary part-time workers, for example, decreased with higher levels of education. As with unemployment, however, involuntary part-time work affects majority males less often than any other group. Among high school graduates, for example, 3.3 percent of majority males were involuntary part-time workers. Among other workers with the same level of education, involuntary part-time work affected 4.7 percent of black males, 6.0 percent of black females, and 3.8 percent of majority females. Majority males who never graduated from high school had lower rates of involuntary part-time work than blacks and Hispanics who were high school graduates.

The proportion of workers in marginal jobs also clearly demonstrates the relationship between education and the ability to get a "good job." For each group, the more education, the smaller the percentage who had marginal jobs. At each level of education, however, the smallest percentage of those who worked in marginal jobs were majority males. Among majority males who graduated from high school, for example, 3.8 percent held marginal jobs. Among majority females who graduated from high school, however, 12.7 percent held marginal jobs, more than triple the proportion of majority males.

General Educational Development (GED)

A somewhat different way of looking at education has been developed by the U.S. Department of Labor in its general educational development (GED) scale. This scale measures the amount of reasoning development, mathematical development, and language development required of an average worker in each job listed in the *Dictionary of Occupational Titles*. Each job has a GED score ranging from 1 to 7.

The GED score for each job is a measure of how much education is needed actually to carry out the responsibilities of the job, not how much eduction is needed for a worker to be hired for the job. The GED score, therefore, measures the amount of education workers use in performing their work. It measures both how educated and, in a general sense, how skilled the employees are. GED scores are useful because they avoid the problem of the "quality" of the worker's education. Everyone who works in an occupation with an average GED of 4–5, for example, is performing work that requires knowledge gained through an average high school education.[16]

Table 5.2 and figure 5.2 present the rates for each group by GED and make clear that the disparities continue. Majority males continue to fare better than women, Hispanics, and blacks when using this mea-

[14] The discussion here uses percentages rather than ratios or percentage differences because the latter two measures can vary, depending on the size of disparities and on the size of percentages. As a result, ratios and percentage differences should be interpreted with caution. Ratios and percentage differences, along with further information, are contained in app. B.

[15] Overeducation is not analyzed in this chapter, because the measure of overeducation requires standardization by education to have meaningful group comparisons, as described in app. A. The standardized rates are only available in the Commission tabulations for group totals. Those rates were described in chaps. 2 and 3. This chapter presents rates of unemployment and underemployment disaggregated by education, GED, and training, for which the standardized measure is not available. For possible use as reference information, the unstandardized rates of overeducation are included in app. B.

[16] Data for workers in occupations with an average GED score of 6 or higher were not analyzed because of an insufficient number of cases in the sample.

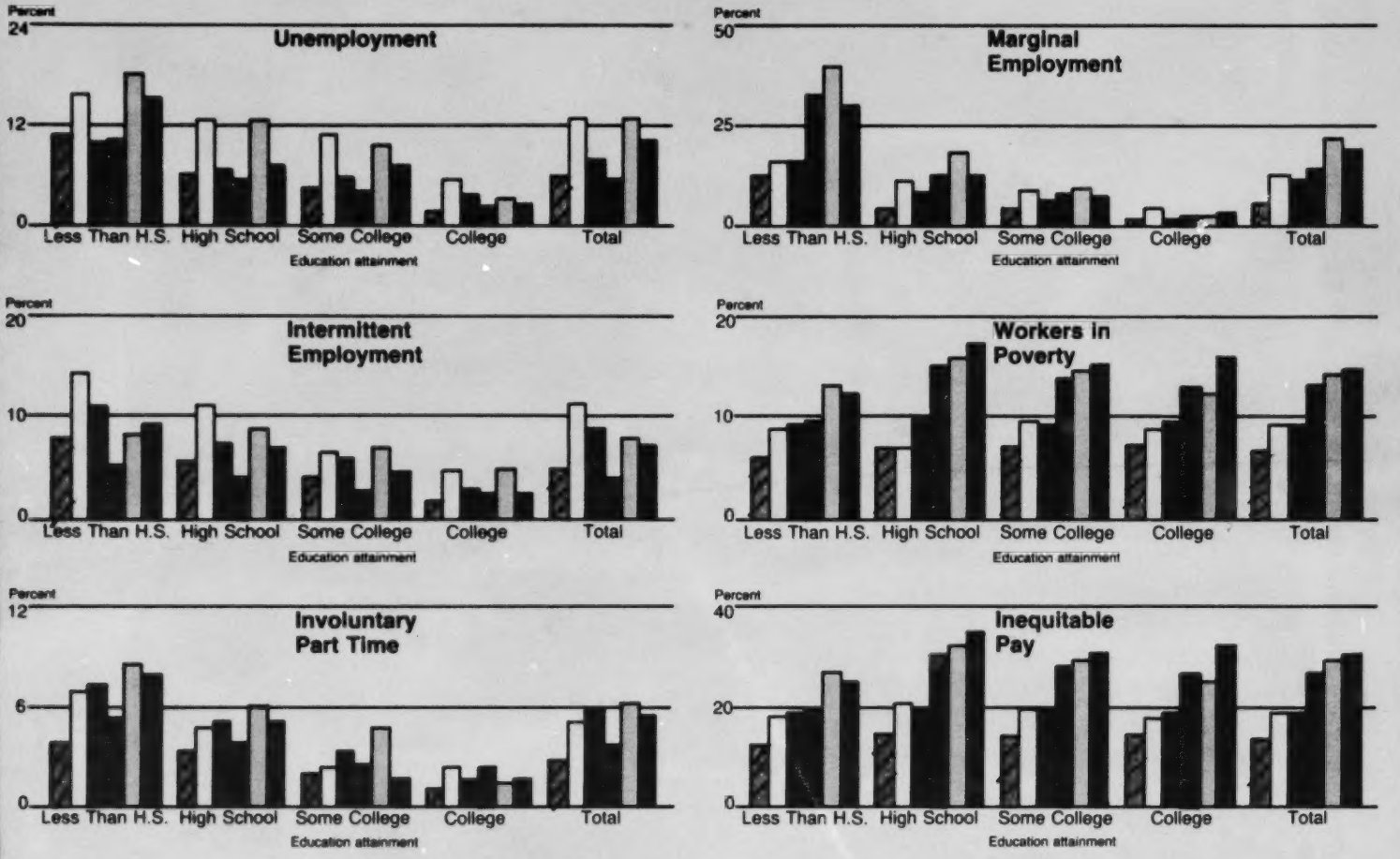
Table 5.1
Unemployment and Underemployment, by Race and Ethnic Group and Sex, and by Education, March 1980

	Males			Females		
	Majority	Black	Hispanic	Majority	Black	Hispanic
Less than high school						
Unemployed	10.8%	15.7%	10.1%	10.4%	18.3%	15.4%
Intermittently employed	8.4	14.6	11.5	5.4	8.6	9.4
Involuntary part time	3.8	6.8	7.3	5.3	8.4	7.9
Marginal jobs	12.4	15.7	15.7	32.3	39.6	29.9
Workers in poverty households	3.8	6.4	7.7	2.8	10.5	5.7
Inequitable pay	12.0	17.8	18.3	18.7	26.8	25.0
High school graduate						
Unemployed	6.1	12.6	6.7	5.4	12.7	7.1
Intermittently employed	6.0	11.4	7.7	4.3	8.9	6.9
Involuntary part time	3.3	4.7	5.1	3.8	6.0	5.0
Marginal jobs	3.8	10.8	8.2	12.7	17.8	12.6
Workers in poverty households	1.7	3.8	3.7	1.6	5.5	2.1
Inequitable pay	14.4	20.5	19.9	30.4	32.0	34.8
Attended college						
Unemployed	4.4	10.9	5.8	4.1	9.8	7.3
Intermittently employed	4.2	6.6	6.1	3.0	7.1	4.9
Involuntary part time	2.0	2.2	3.2	2.5	4.8	1.6
Marginal jobs	4.2	8.6	6.3	7.8	9.2	7.2
Workers in poverty households	1.7	2.1	2.2	1.4	5.3	1.8
Inequitable pay	14.1	19.0	18.9	28.2	29.1	30.6
College graduate						
Unemployed	1.6	5.5	3.8	2.4	3.1	2.8
Intermittently employed	1.8	4.9	3.0	2.7	5.0	2.7
Involuntary part time	1.1	2.2	1.6	2.3	1.5	1.6
Marginal jobs	0.7	3.5	1.0	1.9	2.0	2.5
Workers in poverty households	1.0	2.8	1.8	1.4	1.6	1.4
Inequitable pay	14.8	17.8	19.0	26.2	25.5	32.3

This table can be read as follows: in March 1980, 10.8 percent of majority males and 15.7 percent of black males who had not graduated from high school were unemployed.

Source: Commission analysis of 1980 Current Population Survey data. A description of the data set is contained in appendix A.

FIGURE 5.1
Percentage Unemployed and Underemployed by Educational Attainment



Legend

Majority Males | **Black Males** | **Hispanic Males** | **Majority Females** | **Black Females** | **Hispanic Females**

Source: Commission tabulations from the Current Population Survey, 1980.
See table 5.1 for actual numbers displayed in this figure and appendix A for methodological information.

Table 5.2
Unemployment and Underemployment, by Race and Ethnic Group and Sex, and by General Educational Development, March 1980

	Males			Females		
	Majority	Black	Hispanic	Majority	Black	Hispanic
Less than high school education (GED 0-3)						
Unemployed	10.5%	16.2%	10.4%	9.0%	17.7%	14.1%
Intermittently employed	8.4	13.6	11.6	5.7	9.5	9.3
Involuntary part time	4.1	6.4	7.3	5.2	7.4	7.0
Marginal jobs	14.5	18.0	18.8	33.1	35.7	30.6
Workers in poverty households	2.4	5.1	6.7	2.3	8.6	4.3
Inequitable pay	11.2	17.2	17.2	21.6	27.6	27.5
High school education (GED 4-5)						
Unemployed	3.5	7.1	4.6	3.3	5.8	5.0
Intermittently employed	3.7	7.2	5.4	2.8	6.0	4.4
Involuntary part time	2.0	2.1	3.5	2.4	4.0	3.2
Marginal jobs	[1]	[1]	[1]	[1]	[1]	[1]
Workers in poverty households	1.9	3.5	3.5	1.4	3.4	2.3
Inequitable pay	15.0	22.3	21.3	31.0	31.6	33.8

[1]Not applicable.

This table can read as follows: in March 1980, 10.5 percent of majority males and 16.2 percent of black males in occupations with GED scores of 0 to 3 were unemployed.

Source: Commission tabulation of 1980 Current Population Survey data. A description of the data set is contained in appendix A.

sure. Among majority males in occupations that use the education acquired in high school, 3.7 percent had intermittent employment. Among black males in jobs using a high school education, 7.2 percent had that form of underemployment, nearly twice the proportion of majority males. Other groups, except majority females, had rates lower than black males, but higher than majority males. Only majority females continued to have a lower rate of intermittent employment than majority males when using this method of analysis.

To take another example, the percentages of workers employed in jobs utilizing less than a high school education who were in poverty households show that majority males fared better. Among majority males, 2.4 percent worked but remained in poverty. Only majority females (who were most often married to majority males) had a lower rate. Blacks and Hispanics who worked at jobs utilizing less than a high school education remained in poverty at last twice as often as majority males.

On the measure of inequitable pay, the disparities continue to display the same pattern. Inequitable pay is primarily a problem for females, with their rates being twice as high as the rate for majority males. Among workers using the education acquired in high school, nearly one out of three women were inequitably paid, making inequitable pay for women the largest underemployment problem experienced by any group. Black and Hispanic males had rates higher than majority males, but lower than females.

Training

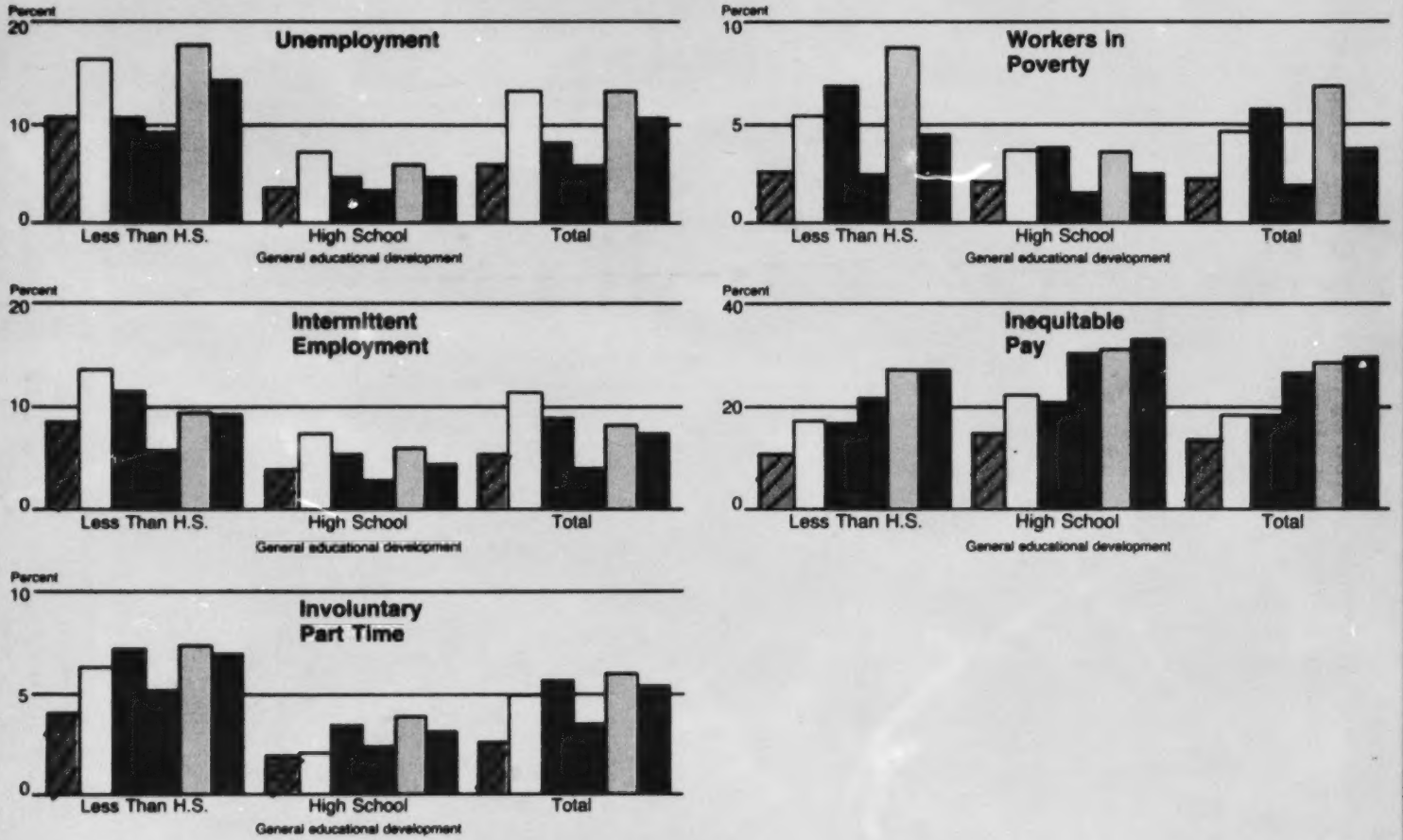
Previous Studies

Training can be obtained either through vocational education or on the job. The amount of training required for a job is, along with education, one of the key "human capital" characteristics of workers. People in jobs that require a longer period of training are more valuable to employers because they cannot be quickly or inexpensively replaced by other workers.

Despite the importance of training, few empirical studies have specifically examined its importance as a factor in unemployment or underemployment. The disproportionate distribution of training, however, has been noted by several studies; majority males are more likely to receive vocational training than minorities and women. Economists GregflDuncan and Saul Hoffman, working at the Institute for Social Research at the University of Michigan, examined the extent of

FIGURE 5.2

Percentage Unemployed and Underemployed by General Educational Development



Source: Commission tabulations from the Current Population Survey, 1980.
See table 5.2 for actual numbers displayed in this figure and appendix A for methodological information.

on-the-job and specific vocational training experienced by whites and blacks, males and females.

They found that the amount of on-the-job training was considerably higher for white males than for blacks and women.[17] Duncan and Hoffman concluded that "minority workers are placed on different promotion ladders from white men, or are relegated to secondary sector jobs with a high degree of turnover."[18] In a later analysis of these data, Hoffman found that the average training period for white males was 2.25 years, and for women and minorities it was under 1 year. These differences persisted within age and educational levels.[19]

In another study, economist Lester C. Thurow studied differences in income between blacks and whites. He found that, at each level of education, blacks earned less than whites. He also found that this discrepancy increased as the workers' experience increased, for the first 15 years of experience.[20] Thurow interpreted these data to indicate that during the first 15 years of work, when the greatest amount of training takes place, blacks "either receive much less training or are paid less than whites with the same skills."[21]

Differences in on-the-job training acquired by men and women were studied by economist Ronald Oaxaca. He found differences either in the amount of on-the-job training received by men and women or the increase in earnings for that training.[22] Economist Barbara R. Bergmann, in a discussion of these findings, noted that women do not necessarily choose to receive less training. Employers often exclude women from the opportunity to receive training. Women and minorities, she concluded, "very frequently are barred from accumulating as much human capital as they would like."[23]

1980 Data on Training

Does the fact that majority males have more training than other groups help explain differences in rates of unemployment and underemployment? This section controls for these differences by examining unemployment and underemployment rates for majority males, blacks, Hispanics, and women who have similar training requirements for their occupations. Data on training requirements for different occupations are available from the *Dictionary of Occupational Titles* published by the U.S. Department of Labor.[24] Training requirements are referred to in the *Dictionary of Occupational Titles* as "specific vocational preparation."

The amount of training or specific vocational preparation required for each job is indicated by 9 "levels" ranging from 1 (short demonstration) to 9 (over 10 years of training needed). The level of training for each individual's occupation was combined with the information on occupations contained in the Current Population Survey data set used for this study. To facilitate analysis of the data, each worker was assigned a score of 1 (less than 3 months of training), 2 (3 months to 1 year), or 3 (over 1 year).

Table 5.3 and figure 5.3 show that the amount of training required for a job is, in fact, related to the level of unemployment. Of those people whose last jobs required up to 3 months' training, unemployment rates were as high as 22.4 percent (the rate experienced by black females). Of those in jobs requiring over 1 year of training, unemployment rates were no higher than 6.7 percent (the rate experienced by black males).

Although the rate of unemployment declines for jobs that require more training, at all levels blacks and Hispanics, both males and females, experienced higher levels of unemployment than majority males. Among workers in jobs that require more than 1 year of training, for example, black males were unemployed nearly twice as often as majority males (6.7 percent and 3.7 percent, respectively). Majority females, on the other hand, were unemployed less often than majority males at all levels, for reasons discussed in chapter 2.

The same general pattern holds when examining underemployment: majority males continued to have lower rates than other groups, with the exception of majority females who were intermittently employed or in poverty households, as discussed previously. For example, blacks and Hispanics were overrepresented among involuntary part-time workers, at each level of

[17] Ibid., p. 117.
[18] Ibid., p. 129.
[19] Saul R. Hoffman, "On-the-Job Training: Differences by Race and Sex," *Monthly Labor Review*, vol. 104 (July 1981), p. 35.
[20] Lester C. Thurow, *Poverty and Discrimination* (Washington, D.C.: Brookings Institution, 1969), p. 80.
[21] Ibid.
[22] Ronald Oaxaca, "Sex Discrimination in Wages," in *Discrimination in Labor Markets*, ed. Orley Ashenfelter and Albert Rees (Princeton: Princeton University Press, 1973), p. 148.
[23] Barbara R. Bergmann, "Comment," in *Discrimination in Labor Markets*, ed. Ashenfelter and Rees, p. 154.
[24] U.S., Department of Labor, Manpower Administration, *Handbook for Analyzing Jobs* (1972), app. B.

Table 5.3
Unemployment and Underemployment by Race and Ethnic Group and Sex, and by Specific Vocational Preparation, March 1980

	Males			Females		
	Majority	Black	Hispanic	Majority	Black	Hispanic
Up to 3 months specific vocational preparation						
Unemployed	12.7%	21.5%	13.0%	10.6%	22.4%	15.6%
Intermittently employed	8.7	14.6	12.6	6.0	9.4	8.9
Involuntary part time	4.3	6.1	6.3	6.1	8.5	7.6
Marginal jobs	30.9	35.7	36.7	57.4	60.8	56.5
Workers in poverty households	2.1	4.3	6.9	2.7	9.5	4.3
Inequitable pay	9.3	12.8	15.7	17.1	22.9	22.8
3 months to 1 year specific vocational preparation						
Unemployed	6.6	10.6	7.6	5.2	9.8	9.1
Intermittently employed	6.7	11.1	9.2	4.2	8.9	7.6
Involuntary part time	2.8	4.7	6.4	3.5	5.5	5.8
Marginal jobs	[1]	[1]	[1]	[1]	[1]	[1]
Workers in poverty households	2.1	5.1	5.5	1.6	5.7	3.8
Inequitable pay	12.0	21.1	17.6	27.3	31.5	32.1
Over 1 year specific vocational preparation						
Unemployed	3.7	6.7	4.5	3.1	4.8	5.8
Intermittently employed	3.7	8.6	6.1	2.7	5.4	5.3
Involuntary part time	2.2	4.2	4.7	2.2	3.8	2.6
Marginal jobs	[1]	[1]	[1]	[1]	[1]	[1]
Workers in poverty households	2.0	4.0	4.2	1.4	4.2	2.3
Inequitable pay	16.0	23.2	22.5	32.6	34.1	35.2

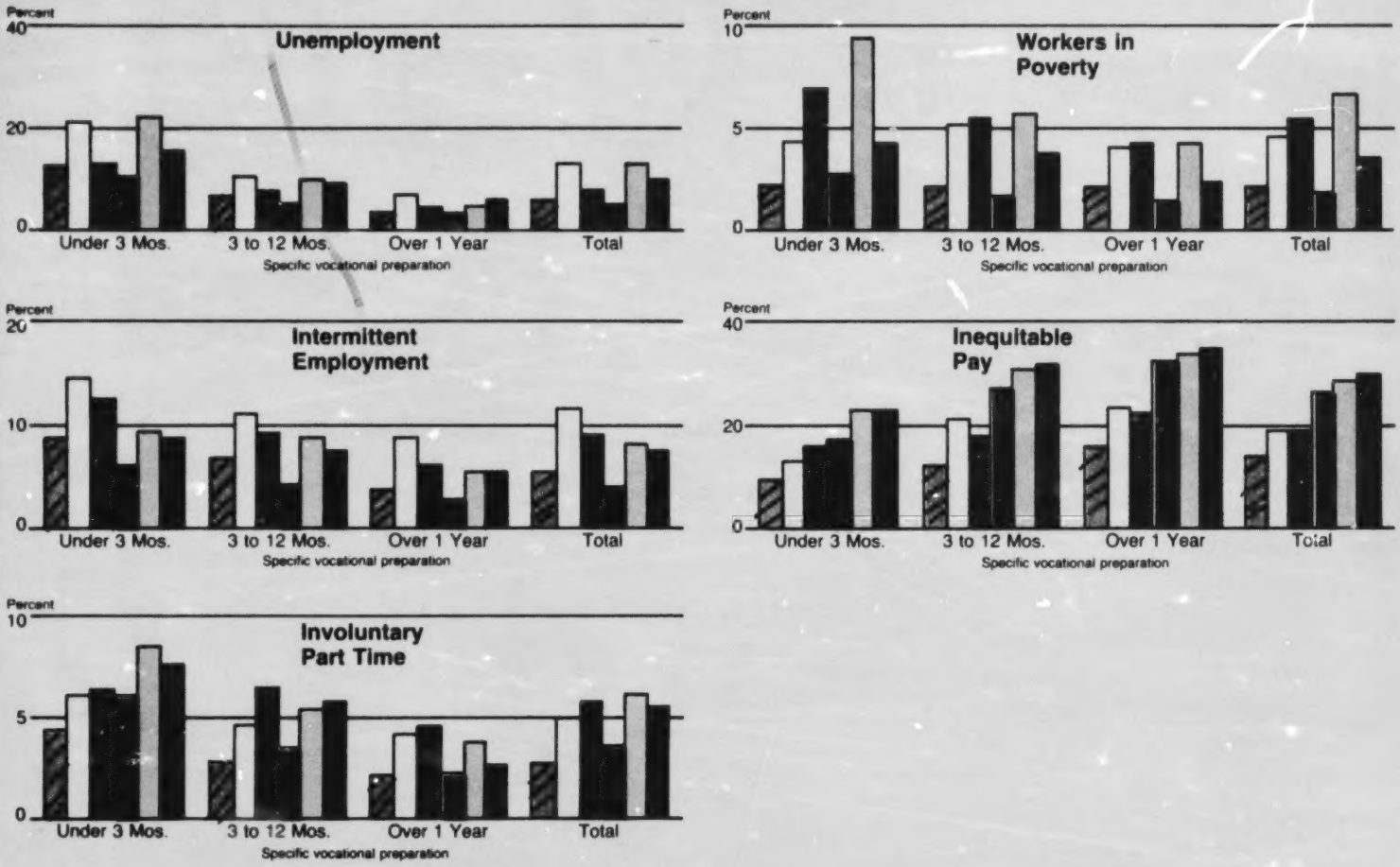
[1]Not applicable.

This table can be read as follows: in March 1980, 12.7 percent of majority males and 21.5 percent of black males in occupations with up to 3 months specific vocational preparation were unemployed.

Source: Commission analysis of 1980 Current Population Survey data. A description of the data is contained in appendix A.

FIGURE 5.3

Percentage Unemployed and Underemployed by Specific Vocational Preparation



Source: Commission tabulations from the Current Population Survey, 1980.
See table 5.3 for actual numbers displayed in this figure and appendix A for methodological information.

training. Among majority males in jobs requiring more than 1 year of job training, 2.8 percent, or fewer than 3 out of 100, experienced this form of underemployment. The percentage of minorities and women with the same amount of training who experienced involuntary part-time employment was higher than that for majority males. Hispanic males, for instance, had an underemployment rate of 6.4 percent, more than double the rate of majority males. Among Hispanic males in jobs requiring more than 1 year of training, in fact, the rate of involuntary part-time employment was higher (4.7 percent) than the rate among majority males with under 3 months of training (4.3 percent).

Finally, on the measure of inequitable pay, majority males were consistently the group least often underemployed. For example, fewer than 1 in 10 majority males in jobs requiring less than 3 months' training received inequitable pay (9.3 percent). By contrast, more than one in five black females (22.9 pecent) and Hispanic females (22.8 percent) received inequitable pay. The proportion of majority females who received inequitable pay was only slightly smaller (17.1 percent), still nearly double the proportion of majority males. Black and Hispanic males in occuptions requiring less than 3 months' training also received inequitable pay more often than majority males.

Age

Previous Studies

Age is known to have a bearing on employment. Workers who have been in the labor force several years have more experience, and for this reason many employers may view them as more desirable than younger workers. The relatively high unemployment rate for teenagers, compared with adults, confirms this view that young people are considered to be less desirable as employees. Age, in this sense, may serve as a proxy for experience, and employers frequently prefer experienced to inexperienced workers.

The preference for experienced workers disproportionately affects blacks and Hispanics because of the demographic fact that the black and Hispanic populations in the United States have a higher proportion of younger people than the majority population. Total group differences in unemployment and underemployment may, therefore, be misleading, unless these age differences are taken into consideration. Economist Thomas Sowell has argued that since workers "of very different ages (i.e., very different amounts of work experience) earn very different incomes,. . .differences between whole groups with different amounts of experience cannot be arbitrarily attributed to their differing ethnicity."[25]

In addition to having less experience, younger workers also have less commitment to specific jobs, according to sociologist Teresa A. Sullivan, who studied underutilization of workers using 1960 and 1970 data from the Current Population Survey. Further, they are more likely to be terminated during layoffs.[26] Finally, Sullivan notes that many of the jobs young people typically have are unstable and have low pay. For these reasons, she concludes, "We would expect underutilization to be higher among young persons. . . ."[27]

These differences based on youth are not necessarily undesirable, Edward Banfield has argued.[28] Young people are more likely to work out of choice rather than necessity and are, therefore, more likely to be unemployed. Younger workers are more likely than older workers to switch jobs, also resulting in higher unemployment rates (and higher rates of intermittent employment as well).[29] Higher unemployment and underemployment rates among minorities, therefore, could be explained by the fact that minority populations are younger than the majority population, and younger workers, regardless of race or ethnic group, are more likely to be unemployed.

1980 Data on Age

To determine the degree to which disparities in unemployment and underemployment are related to different age structures of the majority, black, and Hispanic populations, it is necessary to control for age by looking at each age group separately. Table 5.4 and figure 5.4 shows the unemployment rate for the various age groups separately: ages 14–19, 20–24, 25–34, 35–44, and 45–64. The data show that unemployment is highest for younger workers. Among teenagers in the labor force, unemployment was as high as 38.7 percent (the rate experienced by black females). Among older workers, a smaller proportion of each age group was unemployed. Therefore, as the litera-

[25] Sowell, *Markets and Minorities* pp. 10–11.

[26] Teresa A. Sullivan, *Marginal Workers, Marginal Jobs* (Austin: University of Texas Press, 1978), p. 73.

[27] Ibid.

[28] Banfield, *The Unheavenly City Revisited* (Boston: Little, Brown and Co., 1974), p. 105.

[29] Ibid.

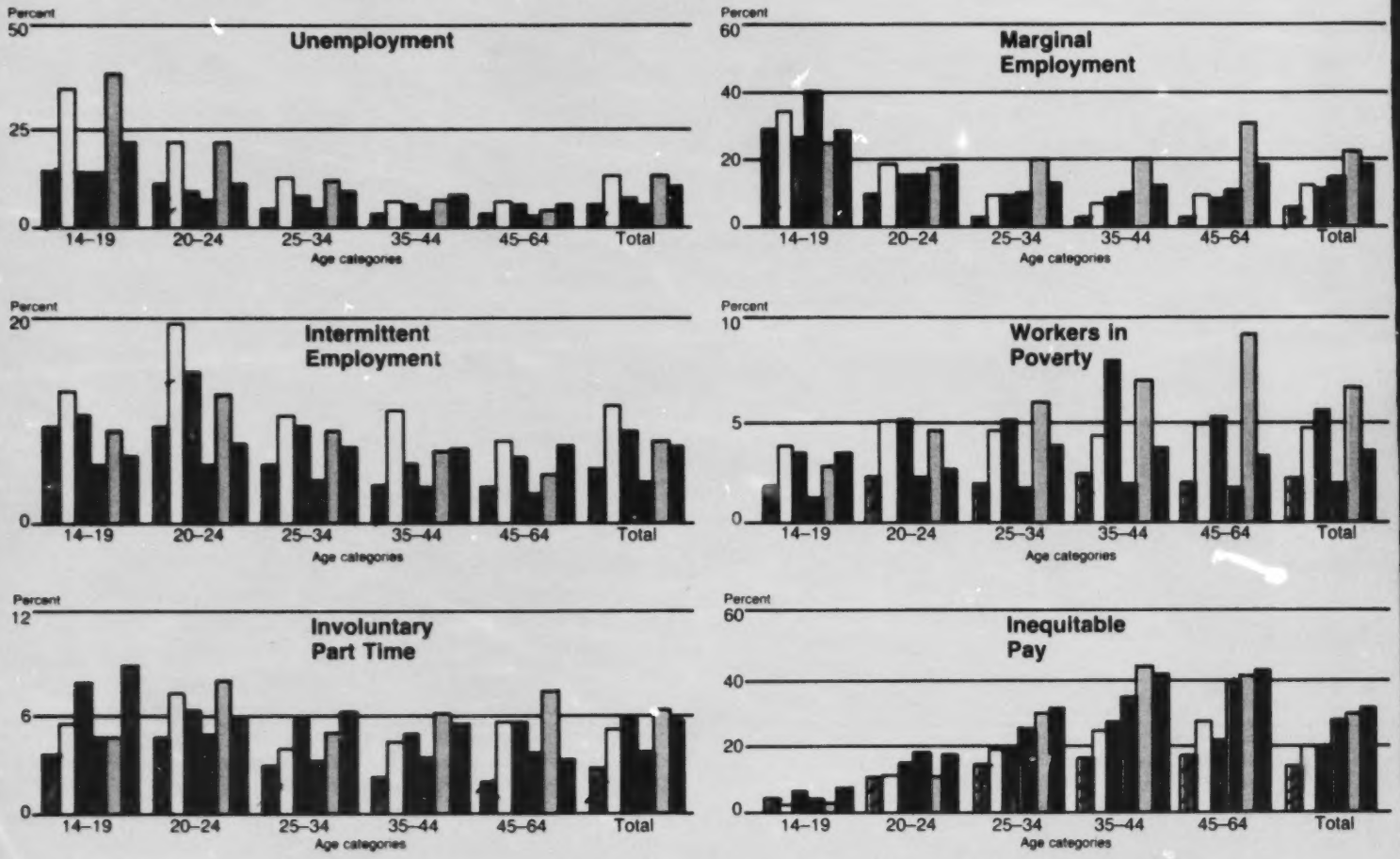
Table 5.4
Unemployment and Underemployment by Race and Ethnic Group and Sex, and by Age, March 1980

	Males			Females		
	Majority	Black	Hispanic	Majority	Black	Hispanic
Ages 14 to 19						
Unemployed	14.6%	34.9%	14.2%	13.9%	38.7%	21.8%
Intermittently employed	9.6	13.0	10.8	5.8	9.3	6.8
Involuntary part time	3.5	5.3	7.8	4.5	4.5	8.8
Marginal jobs	28.6	33.9	26.2	40.0	24.8	28.2
Workers in poverty households	1.8	3.7	3.5	1.3	2.8	3.4
Inequitable pay	4.2	2.1	6.0	4.0	2.7	7.4
Ages 20 to 24						
Unemployed	11.1	22.2	9.6	7.2	21.7	11.2
Intermittently employed	9.4	19.8	15.1	5.8	12.8	8.0
Involuntary part time	4.5	7.1	6.2	4.6	7.8	5.8
Marginal jobs	9.1	18.3	15.4	15.5	17.2	17.8
Workers in poverty households	2.2	5.0	5.0	2.2	4.5	2.7
Inequitable pay	10.5	10.7	14.9	17.7	10.6	17.2
Ages 25-34						
Unemployed	5.6	13.1	8.3	5.2	12.7	9.7
Intermittently employed	5.6	10.6	9.6	4.1	9.2	7.6
Involuntary part time	2.8	3.8	5.6	3.0	4.8	6.0
Marginal jobs	2.3	8.5	8.4	9.1	14.5	19.6
Workers in poverty households	2.0	4.5	5.0	1.8	6.0	3.8
Inequitable pay	14.0	18.7	19.0	25.3	29.2	31.0
Ages 35-44						
Unemployed	3.6	6.8	6.4	4.2	7.4	8.9
Intermittently employed	3.6	11.0	5.8	3.4	7.0	7.2
Involuntary part time	2.1	4.2	4.6	3.3	5.9	5.2
Marginal jobs	1.3	6.1	8.2	9.2	19.7	12.2
Workers in poverty households	2.3	4.2	8.0	1.9	7.0	3.7
Inequitable pay	16.0	24.4	26.8	34.5	43.0	40.8
Ages 45-64						
Unemployed	3.3	6.4	5.4	3.2	5.0	6.0
Intermittently employed	3.5	8.0	6.5	2.9	4.9	7.5
Involuntary part time	1.8	5.3	5.4	3.6	7.2	3.1
Marginal jobs	1.8	8.9	7.8	10.5	30.8	18.3
Workers in poverty households	2.0	4.8	5.1	1.6	9.3	3.2
Inequitable pay	16.9	26.6	21.0	38.9	39.8	41.9

This table can be read as follows: in March 1980, 14.6 percent of majority males and 34.9 percent of black males, ages 14 to 19, were unemployed.

Source: Commission analysis of 1980 Current Population Survey data. A description of the data is contained in appendix A.

FIGURE 5.4
Percentage Unemployed and Underemployed by Age



Source: Commission tabulations from the Current Population Survey, 1980.
See table 5.4 for actual numbers displayed in this figure and appendix A for methodological information.

ture suggests, age is related to the percentage unemployed. The fact that minority populations have a larger proportion of teenagers could, in this manner, help explain the higher total minority unemployment rates.

Differences in unemployment by age, however, cannot explain why minority teenagers are disproportionately unemployed compared to majority teenagers. Among majority males ages 14 to 19, 14.6 percent were out of work. Among black males and females, more than twice that percentage was unemployed, and the proportion of Hispanic females unemployed was one-third higher than majority males. Majority female and Hispanic male teenagers had unemployment rates about equal to majority males. Majority females, however, were more often employed in marginal jobs, and Hispanic males had high rates of intermittent employment and involuntary part-time work.

Moreover, among older workers, majority males had the lowest unemployment rates in most instances. Among workers ages 35 to 44, for example, 3.6 percent of majority males were unemployed, compared with 6.8 percent of black males, 6.4 percent of Hispanic males, 4.2 percent of majority females, 7.4 percent of black females, and 8.9 percent of Hispanic females.

Similar patterns are evident in the underemployment rates. For example, marginal jobs are sometimes seen as disproportionately affecting younger workers because these jobs require the least amount of training and the least experience. The data in table 5.4 show that younger workers, especially teenage workers, were more often in marginal jobs than older workers. Majority males, in fact, were in marginal jobs more often than Hispanics and black females, but less often than black males or majority females. Among workers in the next age bracket, ages 20 to 24, the situation changed markedly. Majority males in marginal jobs dropped from over one-quarter of teenagers (28.6 percent) to fewer than 1 in 10 workers ages 20 to 24 (9.1 percent). Among blacks, Hispanics, and women, by contrast, the decline was much smaller—about one worker in seven remained in marginal jobs. Thus, although teenage majority males may have been in marginal jobs about as often as other groups, they moved out of these jobs as they got older much more quickly than blacks, Hispanics, or women.

Inequitable pay, too, affected majority male teenagers (4.2 percent) more often than black male teenagers (2.1 percent) or black female teenagers (2.7 percent). Among older workers, however, majority males received inequitable pay less often than any other groups, and the older the workers, the greater the disparities. Majority male teenagers may have no more success than other groups in obtaining good jobs, but after the teenage years they do progressively better while blacks, Hispanics, and women do not.

Summary

Studies have suggested four possible causes of the high level of unemployment and underemployment experienced by minorities and women: these groups have had less education, less training, and the jobs they hold require fewer skills; moreover, Hispanics and blacks are disproportionately younger (and are thus less experienced) than majority males. This chapter examined each of these factors to the extent possible with the Current Population Survey data, and each was, in fact, related to unemployment and underemployment. Persons with less education, for example, were more often employed in marginal jobs when compared with persons who had more education. Younger workers and workers with less vocational training, too, experienced unemployment and underemployment more often. Because blacks and Hispanics are on the average younger than the majority population and have less education, these factors do account to some extent for the disparities.

The disparities in unemployment and underemployment, however, cannot be interpreted only as reflections of disparities in education, training, and age distributions. Substantial disparities remain even after these factors are controlled. At every educational level, and at every level of training, blacks and Hispanics generally experienced higher levels of unemployment and underemployment than majority males. Moreover, in many instances the disparities were greater among workers with more education. Increased education, in other words, helps everyone, but it helps majority males the most. Further, blacks and Hispanics at almost every age level experienced more unemployment and underemployment than majority males.

As noted in chapter 2, majority females experienced less unemployment than majority males because majority females are more likely to stop actively seeking work when it is unavailable. The data in this chapter have shown that this pattern continues after education, training, and age are controlled; majority females experienced low levels of unemployment and intermittent employment, but generally experienced high

levels of the other forms of underemployment, especially inequitable pay.

Chapter 6

Conclusion

This report has analyzed employment information on majority[1] males, majority females, blacks, and Hispanics. Data from the March 1980 Current Population Survey (CPS) were used to develop and report measures of unemployment and underemployment—intermittent employment, involuntary part-time employment, marginal jobs, workers in poverty households, overeducation, and inequitable pay. In each case, the percentages of blacks, Hispanics, and females unemployed and having each form of underemployment were compared to the similar percentage for majority males.

Traditionally, employment disparities such as those discussed in this report have been associated with discrimination against blacks, Hispanics, and women, but the presence of discrimination cannot be measured in a statistical study. The data were analyzed, however, to determine whether other factors could account statistically for the disparities, as some studies have suggested. These factors included economic expansions and contractions that might disproportionately affect some groups; regional and industrial variations in the economy; and individual factors, such as education, training, and age, that vary among groups.

The data presented in chapters 2 through 5 show extensive disparities in the United States labor market. Majority males had a substantially lower rate of unemployment than black and Hispanic males and females. Only majority females experienced unemployment less often than majority males.

Moreover, the variety of measures of underemployment indicate that the disparities between majority males, Hispanics, blacks, and women were not limited to one particular form of disadvantage in employment:

- Majority males experienced intermittent employment less often than any group except majority females.
- Majority males were involuntary part-time workers less often than any other group.
- Majority males were in marginal jobs less than half as often as any other group.
- Majority male workers had household incomes below the federally–established poverty line less often than any other group except majority females.
- Majority males were overeducated for their occupation less often than any group except majority females.
- Majority males received inequitable pay less frequently than any other group.

The disparities between majority males and blacks, Hispanics, and women were analyzed to determine if they were caused by factors other than discrimination. First, they were analyzed over time to determine whether they were due to varying economic conditions or levels of demand for labor over the period 1971–80. The disparities remained large through economic expansions and recessions. Specifically:

- The smallest disparity in unemployment rates between groups occurred at the beginning of the 1970s. Even at that time, however, the rates for

[1] The term "majority" refers to white non-Hispanics.

minorities were about twice the rates of majority males.

- During the decade the disparities grew as the burdens of the mid-decade recession fell heaviest on minorities and women.
- With the close of the decade and a general increase in unemployment, the disparities did not go away and often continued to increase.

Reductions in the size of the disparities during the decade were the exception, rather than the general pattern. Economic fluctuations resulted in expanding and contracting opportunities for minorities and women, who tend to be "last hired, first fired."

The data were also analyzed to determine whether region, local unemployment levels, or type of industry could be considered as important factors. It has been argued that blacks and Hispanics are concentrated in central cities, and in the older, industrial regions of the Nation, while jobs have been moving to the suburbs and to the Sunbelt regions. Blacks and Hispanics were, in fact, better off in the suburbs and in the Southern and Western States. When compared with majority males in those areas, however, the disparities remained remarkably constant. In some cases the disparities were actually larger. Employed black females in the South, for example, were more often living in poverty households than in any other region.

Additional analysis examined the extent to which the disparities in unemployment and underemployment reflected differences in the characteristics of the workers, including their age, education, and training, as measured by the amount of vocational preparation required for their occupations. These factors were found to be related to unemployment and underemployment, in that younger workers, workers with less education, and workers with less vocational training experienced higher rates of unemployment and underemployment. Blacks and Hispanics were, therefore, at a disadvantage because they have less education and training, and are younger, than majority males; majority females also had lower levels of training, though their education and age were about the same as majority males.

These differences did not account for the group disparities, however. Among workers of the same educational level, for instance, majority males continued to have the lowest rates of underemployment. The same situation existed among workers with similar skills and age, with the exception of teenage workers (most of whom, regardless of race, ethnic background, or sex, had high rates of underemployment). Increased education or training leads to lower rates of unemployment and underemployment for all groups, but especially for majority males; in some instances the disparities were greater among workers with more education.

The data in this report show that disparities were pervasive, but also that blacks, Hispanics, and women did not have identical patterns of unemployment and underemployment. Specifically:

- Black males had unemployment rates at least double those of majority males. This disparity was evident throughout the decade of the 1970s, and the disparity was especially evident among those with the highest level of education. Black males also had higher rates of intermittent employment and were more often overeducated for their jobs than other groups. Black males, therefore, had greater difficulty translating their education into suitable jobs than others.
- Hispanic males, in addition to having high unemployment, also had high rates of intermittent employment and involuntary part-time work. These high rates demonstrate the difficulties Hispanic males face in finding steady, full-time work. The problems were particularly evident in areas with low unemployment. Hispanic males were also more likely to work but remain in poverty than most other groups and were more often overeducated for their jobs.
- Majority females were the only group with an unemployment rate and an intermittent employment rate below majority males. These low rates, however, proved to be deceptive and to mask serious employment problems. Majority females continue to be concentrated in a limited number of occupations with low unemployment, but also with low pay, as measured in their very high rate of inequitable pay. Majority females are also more likely to stop looking for work (and thus not be counted as unemployed) when it becomes unavailable. In areas with low unemployment (where work is more readily available), majority females experienced higher unemployment rates than majority males.
- Black females (along with black males) had the highest unemployment rate. They also had the highest rate of involuntary part-time work. In addition, they were more often in marginal jobs than any other group and more often in poverty households even though they worked. In the South, black females were especially disadvantaged; 1 out of 4 were in marginal jobs, and nearly 1 out of 10 worked but remained in poverty, the highest rate of workers in poverty of any group in any location.

● Hispanic females had a high rate of unemployment and a high rate of involuntary part-time work. These problems were especially acute in nonmetropolitan areas. In addition, they received inequitable pay more often than any other group. In the West, Hispanic females had the highest rate of marginal jobs in addition to the highest rate of inequitable pay of any group.

As noted in chapter 1, this report contains no information on possible discrimination against blacks, Hispanics, and women by individuals or organizations. As the Commission has stated previously, a determination of discrimination requires a knowledge of the behaviors, motivations, and patterns that caused the statistical disparities.[2] Therefore, the data in this report have not shown how much, if any, of the disparities may be due to such discrimination. What the data in this report have shown is that improvement in the overall health of the economy and in the education or skill levels of blacks, Hispanics, and women lead in some cases to the reduction of the disparities, but not to their elimination. The suspicion, therefore, remains that discrimination continues to have a major effect on blacks, Hispanics, and women in their struggle to find jobs commensurate with their qualifications and experience.

[2] *Affirmative Action in the 1980s: Dismantling the Process of Discrimination* (1981), pp. 2–3.

Further Observations by the Commissioners

We believe this report does an excellent job of exploding the myth that the younger age of black and Hispanic populations, the lack of adequate education and skills, or the changes in economic cycles are the principal causes of minority underemployment and unemployment. By controlling for those factors in given cases, the report suggests the need not only for greater efforts to provide equality of opportunity for effective education and training, but also reminds us that effective implementation of our national policy against racial and ethnic discrimination in employment is a goal that has not yet been achieved. Even when minority youths and white youths of the same age and educational attainment are competing for jobs, black and Hispanic youths are less likely to receive them. Even when blacks of the same age and with more education compete with whites, blacks are likely either to be unemployed or underemployed.

Not only are the age of populations and lack of education not the principal causes of minority unemployment and underemployment, but cultural factors that are usually advanced as reasons appear to have little validity. Empirical evidence suggests that these cultural explanations of why European immigrants have advanced economically more than blacks are very suspect. Consider education, for example. Blacks have been as strongly oriented toward education as any of the European immigrants of the late 19th and early 20th centuries. In fact, many of the new European immigrants were so eager for their children to leave school for work that compulsory school attendance laws were passed in many States. Blacks wanted a quality education, but history indicates that poverty and discrimination prevented their acquiring it. Furthermore, historically, even when levels of education among European immigrants were lower than among blacks, the European immigrants were preferred over blacks for jobs that required little or no skill. All immigrants—Chinese, Japanese, and southern Europeans—have been discriminated against. But an exceptionally unfavorable disposition towards blacks because of the legacy of the slave period has perpetuated the discrimination against them.

When we consider the relative success of some Asian groups compared to blacks, we are reminded that discriminatory immigration laws cut off Asian immigration while their numbers were quite small. For example, even in the 1970 census there were 22,580,000 blacks, compared with 591,000 Japanese and 435,000 Chinese. An indirect result was that Asians were regarded as less of an actual threat to whites than blacks. In the relatively small number of occupations in which Asians were allowed to participate, they were able to attain a moderate level of economic success.

Blacks from the West Indies have often achieved more mobility in the United States than American-born blacks. Slavery in the West Indies, however, differed in key respects from slavery in the United States. In the West Indies, slavery ended well before it did here. Moreover, slaves in the West Indies were permitted to obtain an education and often had their own land, which enabled them to become more self-sufficient. In addition, families were not separated as they were here. This different heritage has made it

easier for West Indians to overcome obstacles to success.

This report makes clear that we should not blame historically disadvantaged groups for lacking a strong work ethic or for having a different outlook on education. We also cannot blame economic cycles or the age of the population in a particular group. Instead, we must try to end discrimination directly by enforcing the law. The groups involved must not be shortchanged by finding the paths to employment opportunities blocked even when they have acquired education and skills.

Appendix A

Methodology

Data Sets

The data sets used in this report came from three sources. Basic labor force and demographic information for individuals in the labor force was obtained from the March Current Population Survey (CPS) for the years 1971 through 1980. The CPS is conducted monthly by the U.S. Bureau of the Census and is used by the Bureau of Labor Statistics (BLS) to estimate the monthly unemployment and employment statistics. These statistics are widely reported in the press to indicate the status of the labor market. The March version of the CPS contains the largest amount of information on an individual's employment situation, income and earnings for the previous year, and demographic characteristics. Information is gathered through actual interviews with a member of sampled households, which numbered approximately 65,000 in 1980. These households represented approximately 147,000 individuals 14 years of age or older. The Commission obtained copies of the CPS data on computer tapes for its analysis. Very little of the data contained in this report is calculated or published by BLS.

A relatively large amount of information is contained in the March CPS about individual employment situations (more so than for any other survey capable of providing detailed data on minority groups over the past decade). Nonetheless, the information is only a fraction of what could be obtained and used in a study of this type. This is a common problem with secondary analysis of data and is not a problem unique to the CPS. It was possible, however, to supplement the CPS data with other data pertaining to the same individual's particular occupation and industry. This additional information allowed for comparisons of the characteristics of individuals and the nature of their employment, which is important for assessments of underemployment.

Characteristics of individual's occupations were obtained from the *Dictionary of Occupational Titles* (DOT). The DOT is a reference manual produced by the Department of Labor. It contains a broad range of characteristics of more than 28,000 occupational titles. The Commission obtained a computerized data set from the National Academy of Sciences with this information aggregated into 575 categories corresponding to the occupation/industry codes on the CPS data records. More information on the DOT data set can be found in the report issued by the Academy.[1] Information from the DOT was merged with the individual information from the CPS. This was done by a computer program that read each original CPS record, selected the appropriate occupational information on the basis of the occupation/industry combination specified in the CPS, and wrote a new enlarged data file.

The same process was used to add a third type of information to the records in the form of local unemployment rates. State and local unemployment rates were obtained from the Bureau of Labor Statistics to correspond to the time of each CPS used in the decade covered by this study. Metropolitan area statistics were used for individuals residing in metropolitan areas identified in the CPS, and State statistics were used for the others. The computer program used to merge the CPS, DOT, and local area unemployment rates follows the next section.

[1] See Ann R. Miller, et al., *Work, Jobs and Occupations: A Critical Review of the Dictionary of Occupational Titles* (Washington, D.C.: National Academy Press, 1980).

Operational Definitions of Underemployment

The following definitions specify how persons were identified as underemployed from the data sets described above.

Intermittent Employment

Persons who were unemployed 15 or more weeks in the previous year or were unemployed 3 or more times during the previous year are included in the definition of intermittent employment. For the March 1980 survey the reference period is 1979.

Involuntary Part-Time Work

Persons who reported working fewer than 35 hours per week in the CPS were asked to indicate the reason for their part-time work. Those whose part-time work resulted from slack work, material shortage, plant or machine repair, the start of a new job, the end of an old job, or an inability to find full-time work were classified as involuntarily part-time workers. The Bureau of Labor Statistics considers these to be economic reasons. Part-time work that resulted from a holiday; a labor dispute; bad weather; illness; vacation; being too busy with house, school, or other obligations, a full-time job requiring less than 35 hours work per week, a desire for part-time work, or other similar reasons were not considered as involuntary and were not counted in this measure of underemployment.

Marginal Jobs

A set of marginal jobs was created by selecting the occupations withminimal skill requirements (with 3 months or less of experience or training specified in the DOT data set) and excluding any that had higher than average earning levels. Earning levels for the occupations were generated from the 1980 CPS file by producing the mean earnings for each occupational category. The following are the resulting marginal jobs: newsboys, cashiers, messengers, office boys, clothing ironers and pressers, garage workers and gas station attendants, packers and wrappers, riveters and fasteners, shoemaking machine operatives, fork lift operatives, parking attendants, taxicab drivers and chauffeurs, child care workers in private households, chambermaids and maids, waiters, bartenders, dishwashers, calculating machine operators, duplicating machine operators, weighers, bottling and canning operatives, graders and sorters, laundry and dry cleaning operatives, knitters, household appliance machine operatives, leather machine operatives, freight and material handlers, stockhandlers, miscellaneous warehousemen, miscellaneous laborers, bootblacks, and elevator operators.

To avoid defining as underemployed persons who are actually earning a substantial amount of money at a job that has low skill requirements, persons were excluded from this definition if their earnings for the previous year exceeded the average for their area. A cashier who reported earning $13,000 in an area with an average annual earnings of $12,000, for example, would not meet the definition of having a marginal job. The local area earnings were generated from the CPS for States and the metropolitan areas identified on the original data set.

Workers in Poverty Households

Persons were defined as workers in poverty households if their family income level was below the Federal poverty cutoff for the year, even though they worked at least 9 months during that year. Unrelated individuals within a household were considered a family of one for this purpose. The poverty cutoffs were adopted by a Federal Interagency Committee in 1969 to take into account such factors as family size, sex, age of family head, the number of children, and farm-nonfarm residence. These cutoffs are updated every year to reflect changes in the Consumer Price Index.[2] The average poverty threshold for a nonfarm family of four was $7,412 in 1979. The CPS data set is coded to indicate the poverty status of each family so additional computer programming was not necessary to use these poverty cutoffs. The family income used in this definition represents the worker's earnings plus income from other sources (if any) and income from other family members (if any). Persons living alone or with unrelated individuals are treated separately for assessing poverty status, but family members are considered as a unit. The combination of an individual worker's information with information from another unit of analysis to define underemployment is neither invalid nor unusual. The practice is clearest in this definition of underemployment, but marginal jobs, overeducation, and inequitable pay are identified by combining individual information, occupational averages, and local economic data.

[2] U.S., Department of Commerce, Bureau of the Census, Data Users Services Division, "Current Population Survey, March 1980: Technical Documentation" (1981).

Overeducation

Persons were defined as overeducated for their jobs if their educational attainment exceeded the typical educational requirement for their occupation as specified in the DOT data set. The general educational development (GED) score from the DOT was used for this purpose. GED scores for occupational titles have been established to "embrace those aspects of education (formal and informal) which contribute to the worker's (a) reasoning development and ability to follow instructions, and (b) acquisition of 'tool' knowledge such as language and mathematical skills."[3] Persons were defined as overeducated if they had:

a. a college education (16 or more years of schooling) and an occupation with a GED score of 4.5 or less (generally reflecting a requirement for some college or less).

b. some college (13 or more years of schooling) and an occupation with a GED score of 3.5 or less (generally reflecting a requirement for some high school or less).

c. a high school education (12 or more years of schooling) and an occupation with a GED score of 3.0 or less (generally reflecting elementary school or less).

The disproportionate overeducation of one group could be influenced by a group's overrepresentation in certain educational categories. If one group is highly concentrated in the category without a high school education, for example, the group's average level of overeducation would probably be less than a group with higher average educational attainment. Persons without a completed high school education cannot be overeducated for a job according to the above definition. To control for this built-in connection between education levels and overeducation, the rates for each group have been standardized for the total averages presented in chapters 2 and 3. Standardization is a statistical technique to remove the effect of a control variable (education, in this case) by reconstructing the group average with a set of weighted category averages.[4] The standard used for weighting in this report is the educational distribution for the entire labor force.

Inequitable Pay

Persons were defined as inequitably paid if their actual earnings for the previous year were substantially less than would be expected if all workers were paid according to the same formula. A regression analysis was performed on the earnings of majority males to determine the average impact (or worth) of selected characteristics of workers and their jobs. The following formula was constructed from the majority males in the labor force in the 1980 CPS:

FAIR.PAY = (LOC.EARN * 1.11932598) +
(WKS.WRK * 238.857521) + (HRS.LAST *
128.821407) + (ED.YEARS * 124.022085) +
(EXPERSQ * −10.9105154) +
(AGE * 659.399916) + (GED.LY * 403.306843) +
(TRAIN.LY * 77.4543497) + (− 38565.36);

where LOC.EARN is the average local earnings (in thousands of dollars), WKS.WRK is weeks worked last year, HRS.LAST is hours worked last year, ED.YEARS is years of schooling, AGE is years of age, EXPERSQ is AGE–ED.YEARS–6 (which approximates years of work experience) squared, GED.LY is the GED score for the occupation the individual had for the previous year, and TRAIN.LY is the average amount of training required for that occupation (in months).

The formula produces estimated earnings that could be expected under the hypothetical condition that the same equation applies to all groups. If that were the case, each individual, regardless of race, ethnicity, or sex, would have the same chance of receiving earnings above or below the estimated fair pay. The distribution of differences between actual pay and the fair pay would be random and would have a normal distribution.

Each person's earnings were compared to the pay to be expected if the rate of return for the person's "human capital characteristics" was equal to the average for majority males. Persons who worked full time (35 or more hours per week), and full year (over 48 weeks), and earned less than half their expected earnings were defined as receiving inequitable pay.

Computer Programs

The following computer programs demonstrate precisely how the statistical findings for this report were generated.

1. Presented below is the FORTRAN program used to merge the information from three different

[3] U.S., Department of Labor, Manpower Administration, *Handbook for Analyzing Jobs* (1972), p. 209.

[4] Herman J. Loether and Donald G. McTavish, *Descriptive Statistics for Sociologists* (Boston: Allyn and Bacon, 1974), p. 294.

data sets and produce an enlarged data set. Step 3 of the computer job produces summary statistics for initial validity checks of the procedure. P-(66)

2. The SPSS program used to produce the LFORCE80 file: P-(70)

3. The SPSS program used to produce regression statistics and correlation matrices for the human capital analysis: P-(72)

4. The program used to produce the tables containing 1980 statistics for this report: P-(73)

Sampling and Reliability of Statistics

The statistics produced with the procedures described above are based on samples, and they may differ somewhat from the figures that would have resulted from a different sample or a sample that is smaller or larger. The samples used here have been the source of numerous tables and reports released by the Bureau of the Census, and the procedures used by the Bureau for estimating sampling variability apply also to the statistics in this report. The essential information for calculating standard errors of the statistics in this report is provided here, and more information on the samples can be obtained from publications of the Bureau of the Census.[1]

It is beyond the scope of this appendix to explain the details of statistical inference, but the basic information will be given to allow calculation of measures of sampling variability. The standard error is a statistical measure of sampling variability, that is, of the variation that occurred by chance because a sample rather than the entire population was surveyed. The sample estimate and its standard error enable one to construct ranges that would include the average result of all possible samples with a known probability. The smaller the sample size, the larger the sampling variability and the larger the range of possible sample estimates (and, therefore, the larger the standard error). The size of the estimated percentage also influences the sampling variability. The smaller the percentage estimated, such as an unemployment rate, the smaller the sampling variability for any given sample size.

To determine the sampling error for any percentage reported in the tables, two pieces of information are needed; the population bases (contained in table A.1), and the standard error for the percentages (contained in table A.2). Table A.2 contains sampling errors only for selected percentages (1, 2, 5, 10, 25, and 50 percent and their complements). Intermediate values can be approximated by linear interpolation, and fractions can be truncated. That table also contains only selected population bases, and intermediate values for this factor can also be interpolated.

As an example, the standard error for Hispanic females will be estimated using these tables. Table 2.1 in chapter 2 shows that the unemployment rate for Hispanic females was 10.3 percent. To determine the standard error, first obtain the relevant "population base" (that is, the approximate size of the labor force) from table A.1. This table shows the population base to be 2,035 (that is, a labor force of 2,035,000 persons). Next, drop the fraction in the percentage (yielding 10 percent), and look for this percentage across the top of table A.2. Ten percent corresponds to the fourth column (headed 10 or 90 percent), and the desired figure will, therefore, be in this column. Next, go down the left column to find the appropriate population base. Because the population base figure (2,035) does not correspond to any of these numbers exactly, it is necessary to interpolate. The population base (2,035) is about two-thirds of the way between the fifth row down (1,000) and the sixth row (2,500). To find the sampling error, go to the fourth column and obtain the figures in the fifth and sixth rows (2.0 and 1.2, respectively). The sampling error is approximately two-thirds the distance between these numbers, or approximately 1.5. If the population base had been very close to 2,500, the sampling error would have been 1.2.

The figure 1.5 is used to establish a range around the original estimated unemployment rate of 10.3 percent for Hispanic females. According to probability theory, 68 percent of the sample percentages from samples of the size used in the CPS for Hispanic females would contain the true percentage within approximately 1.5 percentage points. Another way of stating this is that the 68 percent confidence interval for the 10.3 percent statistic extends from 8.8 to 11.8, which is 10.3, plus or minus 1.5 percent.

The rates of unemployment and underemployment, along with the population bases, for the time-series charts in chapter 3 are presented in table A.3.

Although small sample sizes for Puerto Rican and Mexican American groups prevented their inclusion in the analysis of this report, the rates of unemployment

[1] See, for example, U.S., Department of Commerce, Bureau of the Census, *Current Population Reports*, "Household and Family Characteristics: March 1980," Series P20, no. 366 (September 1981), app. B, p. 229.

and underemployment for these groups were produced for 1980 for tentative exploration. Those rates are presented for Puerto Ricans and Mexican Americans by sex, age, and education in table A.4.

Readers are encouraged to view the information on sampling variability as only one part of the larger statistical decisionmaking context rather than as a critical and firm standard. The time-series data contained in chapter 3 are especially useful for detecting large fluctuations that could be due to sampling error alone. Having 10 time periods and several groups for which observations are available increases the likelihood that such deviations from the pattern due to sampling error will be spotted and treated with suspicion and caution. For example, the systematic (as opposed to random) pattern for Hispanic females in figure 3.2 provides a more complete picture of the quality of CPS sample estimates than is indicated by a knowledge of the approximate standard errors. An analysis of figure 3.2 is unlikely to support a claim that substantial sampling error is present for Hispanic females.

1. Presented below is the FORTRAN program used to merge the information from three different data sets and produce an enlarged data set. Step 3 of the computer job produces summary statistics for initial validity checks of the procedure.

```
//HCTMOD80 JOB (WCH2,M036,B),'HAVENS.TIPPS',REGION=1000K
/*ROUTE PRINT HOLD,NOPURGE
/*NOTIFY
/*MESSAGE 043741,R;043685,W
/*ROUTE XEQ 9T6250
//STEP1 EXEC FORGCOMP
//COMP.SYSIN DD *
      IMPLICIT INTEGER (A-Z)
      DIMENSION HSLD(7),FAMILY(12),PER(45)
      DIMENSION DATA(64),TALLY(20)
      DIMENSION NEW(3)
      DIMENSION OCCJ(1000), IXOMAP(1000,11),STUN(100),UNEMP(1000)
      DIMENSION DOT(1175,25)
      DIMENSION OUTPUT(117), DOTLY(25), DOTMR(25)
      EQUIVALENCE (OUTPUT(1),DATA(1)),(OUTPUT(65),NEW(1)),
     - (OUTPUT(68),DOTMR(1)), (OUTPUT(93),DOTLY(1))
      EQUIVALENCE (DATA(1),HSLD(1)),(DATA(8),FAMILY(1)),
     -  (DATA(20),PER(1)),(HSLD(7),HID),(FAMILY(12),FID),
     -  (PER(45),PID),(PER(18),AGE),(HSLD(3),NFAMS)
      EQUIVALENCE(HSLD(4),STATE),(HSLD(5),SMSA),(NEW(1),LOCAL)
      EQUIVALENCE (FAMILY(1),FAMSIZ)
      EQUIVALENCE (NEW(2),CODEMR),(CODELY,NEW(3))
      EQUIVALENCE (PER(11),INDMR),(PER(13),OCCMR),(PER(14),SEMR),
     - (PER(30),INDLY),(PER(31),OCCLY),(PER(29),SELY)
      DATA TALLY/20*0/
      DATA IXOMAP/11000*0/, UNEMP/1000*' '/,BLANK/' '/,OCCJ/1000*11/
      DATA DOT/29375*' '/
      DATA BLANK/' '/
      DO 132 I=1,1175
132   DOT(I,1)=0
112   FORMAT ('0ERROR CHECK', 6I6)
      DO 25 I=1,420
      READ(10,40) K,(DOT(K,J),J=2,25), SKIP
      IF(K.GE.1000) WRITE (6,112) I,K
      IF(K.EQ.0) WRITE(6,112) I,K
25    DOT(K,1)=K
      DO 26 I=1001,1175
      READ(10,40) (DOT(I,J),J=1,25), SKIP
26    CONTINUE
      WRITE(6,40) (DOT(1,J),J=1,25)
      WRITE(6,40) (DOT(1175,J),J=1,25)
40    FORMAT(8X,I3,27X,A3,A4,/
     -10X,17A4,A2/
     - A4,A1,35X,A4,A1 /A1)
      N=890
      OCCJ(215)=1
      OCCJ(222)=2
      OCCJ(245)=3
      OCCJ(395)=5
      OCCJ(394)=5
      OCCJ(441)=6
      OCCJ(452)=7
      OCCJ(640)=8
      OCCJ(690)=9
```

```
      OCCJ(692)=9
      OCCJ(694)=9
      OCCJ(695)=9
      OCCJ(780)=10
      OCCJ(785)=10
C     ALL OTHER OCCJ ARE 11 FOR LAST COL IN IXOMAP (HAVING ZEROS)
      DO 125 I=1,N
125    READ(3,126) J,(IXOMAP(J,K),K=1,10)
126    FORMAT(1X,11I6)
      WRITE(6,126) (IXOMAP(J,K),K=1,11)
      DO 640 LOOP=1,51
640   READ(3,641) STID,STUN(STID)
641   FORMAT(I2,1X,A4)
      WRITE(6,641) STID,STUN(STID)
5     READ(3,6,END=300) K,UNEMP(K)
      GO TO 5
300   CONTINUE
      WRITE(6,6) K,UNEMP(K)
6     FORMAT(I3,1X,A4)
C
C     ------------------------------------------------------------
C
111   READ(2,101,END=999) HSLD
      WRITE(6,802) (DATA(KH),KH=1,3), HID,SMSA,STATE,NFAMS
      IF(HID.NE.1) GO TO (801,821,831) , HID
      IF (NFAMS.EQ.0) TALLY(9)=TALLY(9) + 1
      IF(NFAMS.EQ.0) GO TO 111
101   FORMAT(2A3,4X,I2,26X,I2,4X,I3,1X,A2,50X,100X,100X,30X,I1)
C            12     3      4     5     6                    7
      TALLY(1)=TALLY(1)+1
      DO 200 FAMS=1,NFAMS
822   READ(2,102,END=999) FAMILY
      WRITE(6,802) (DATA(KH),KH=1,3), FID,FAMSIZ
      IF(FID.NE.2) GO TO (801,821,831),FID
C                1       2     6     7     8      9  10
102   FORMAT(10X,I2,88X,4X,4A4,A2,27X,A4,18X,A1,8X,A4,A2,2X,
     - A1,11X,100X,30X,I1)
C      11                12
      TALLY(2)=TALLY(2) + 1
      DO 100 INDIV=1,FAMSIZ
832   READ(2,103,END=999) PER
      WRITE(6,802) (DATA(KH),KH=1,3), FID,AGE,INDMR,OCCMR,SEMR,
     -  INDLY,OCCLY,SELY
      IF (FID.NE.3) GO TO (801,821,831),FID
C               1-9 10  11 12 12 14 15
C                        16-7  18 19 20-8 9 30 31   32    33
103   FORMAT(11X,9A4,A1,I3,A4,I3,I1,A4,
     -              37X,1X,2A4,I2,A2,9A4,I1,I3,I3,7X,A2,5X,A1,19X,
     -2A4,A3,15X,A4,A1,26X,A4,A3,A4,A3,40X,5X,A4,A2,18X,I1)
C   34-5 36      37 38    39  40 41 42       43  44     45
C
C     ..............................................................
C    -2A4,A3,14X,A4,A1,26X,A4,A3,A4,A3,40X,6X,A4,A2,18X,I1)(OLD 99)
C
      IF(AGE.LT.14) GO TO 14
      TALLY(3)=TALLY(3) + 1
      LOCAL=STUN(STATE)
      IF(SMSA.EQ.0) GO TO 76
      TALLY(8)=TALLY(8) + 1
      LOCAL=UNEMP(SMSA)
76    CONTINUE
      IF(LOCAL.EQ.0) WRITE(6,75) STATE,SMSA,(TALLY(J),J=1,3)
75    FORMAT(' LOCAL PROBLEM', 5I5)
C     ******** LOCATION OF DOT COD INFORMATION:
      DOTI=1000
      IF (OCCMR.EQ.0) GO TO 360
      MAPJ=OCCJ(OCCMR)
```

```
      IF(INDMR.EQ.0) INDMR = 1000
C     SE MODIFICATION CHECK
      IF((SEMR.EQ.3).AND.(OCCMR.EQ.245)) MAPJ=4
      DOTI=IXOMAP(INDMR,MAPJ)
      IF(DOTI.NE.0) DOTI=DOTI+ 1000
C     ABOVE CASE HAS OCCMR-INDMR-SE VALUE FOR DETAILED DOT INFO
      IF (DOTI.EQ.0)  DOTI=OCCMR
C     ABOVE CASE HAS REGULAR OCCMR DOT SCORES W/O INDMR SUBCLASSES
360   CONTINUE
      DO 361 DOTJ=1,25
      DOTMR(DOTJ) = DOT(DOTI,DOTJ)
361   CONTINUE
      CODEMR=DOTI-1000
      DOTI=1000
      IF (OCCLY.EQ.0) GO TO 460
      MAPJ=OCCJ(OCCLY)
      IF(INDLY.EQ.0) INDLY = 1000
C     SE MODIFICATION CHECK
      IF(((SELY.EQ.5).OR.(SELY.EQ.6)).AND.(OCCLY.EQ.245)) MAPJ=4
      DOTI=IXOMAP(INDLY,MAPJ)
      IF(DOTI.NE.0) DOTI=DOTI+ 1000
C     ABOVE CASE HAS OCCLY-INDLY-SE VALUE FOR DETAILED DOT INFO
      IF (DOTI.EQ.0)  DOTI=OCCLY
C     ABOVE CASE HAS REGULAR OCCLY DOT SCORES W/O INDLY SUBCLASSES
460   CONTINUE
      DO 461 DOTJ=1,25
      DOTLY(DOTJ) = DOT(DOTI,DOTJ)
461   CONTINUE
      CODELY=DOTI-1000
107   FORMAT ( 1X,A4,7I7)
      IF(INDLY.GE.1000) INDLY=0
      IF(INDMR.GE.1000) INDMR=0
      IF(CODELY.LT.0) CODELY=0
      IF(CODEMR.LT.0) CODEMR=0
21    WRITE(11,105) OUTPUT
      IF(TALLY(3).LT.100) GO TO 100
14    TALLY(4) = TALLY(4) + 1
      GO TO 100
C     *** RECORD CORRECTION- RECORD IS PERSON
831   WRITE(6,802) (DATA(KOO),KOO=1,3),HID,FID,PID,(TALLY(J),J=1,7)
      BACKSPACE 2
      TALLY(7)=TALLY(7) + 1
      GO TO 832
100   CONTINUE
C     END OF INDIVIDUAL LOOP
      GO TO 200
C     ** RECORD CORRECTION- RECORD IS FAMILY
821   WRITE(6,802) (DATA(KOO),KOO=1,3),HID,FID,PID,(TALLY(J),J=1,7)
      BACKSPACE 2
      TALLY(6)=TALLY(6) + 1
      GO TO 822
200   CONTINUE
C     END OF FAMILY LOOP
      GO TO 111
C     *** RECORD MATCH CORRECTION- RECORD IS HSLD
801   WRITE (6,802) (DATA(KOO),KOO=1,3),HID,FID,PID,(TALLY(J),J=1,7)
      TALLY(5)=TALLY(5)+1
      BACKSPACE 2
802   FORMAT(' RECORD CORRECTION DATA =',2A3,I2,3I3,7I6)
      GO TO 111
C     END OF HOUSEHOLD LOOP
999   CONTINUE
C     END OF JOB
      WRITE (6,106) TALLY
C     TALLY=1-HSLDS, 2-FAMS, 3-PERS, 4- 14, 5-7-HID,FID,PID ERR
C      TALLY(8)= SMSA UNEMP USED , 9- NON INTERVIEWED HSLD
106   FORMAT('1RECORDS=', 10I7,/2X,10I7)
105   FORMAT(2A3,I2,I2,I3,A2,I1
```

```
      - ,I2,4A4,A2,A4,A1,A4,A2,
      - A1,I1
      - ,T51, 9A4,A1,I3,A4,I3,I1,A4,
      -                      2A4,I2,A2,9A4,I1,I3,I3,A2,A1,
      -2A4,A3,A4,A1,A4,A3,A4,A3,A4,A2,I1,T201, A4,2I3,
      -     2(   I3,A3,A4,
      -17A4,A2,
      - A4,A1,A4,A1 ))
       STOP
       END
//STEP2 EXEC FORGLKGO
//GO.FT02F001 DD UNIT=9T6250,DISP=SHR,VOL=(PRIVATE,SER=043741),
// DSN=MARCHCPS.SUPP80,DCB=(RECFM=FB,LRECL=360,BLKSIZE=12960)
//FT03F001 DD UNIT=FILE,DISP=SHR,VOL=SER=FILE14,DSN=WCH2HCT.MAPLOCAL
//FT10F001 DD UNIT=FILE,DISP=SHR,VOL=SER=TMP002,DSN=WCH2HCT.DOT34NEW
//GO.FT11F001 DD UNIT=9T6250,DISP=(NEW,PASS),VOL=(PRIVATE,SER=043685),
// DSN=WCH2HCT.CPS80MOD,DCB=(RECFM=FB,LRECL=400,BLKSIZE=20000)
//STEP3 EXEC RUNSPSS
//GO.FT02F001 DD DSNAME=&SCRNAME,UNIT=9T1600,DCB=BLKSIZE=2012
//GO.FT08F001 DD UNIT=9T6250,DISP=(OLD,KEEP),VOL=(PRIVATE,SER=043685),
//  DSN=WCH2HCT.CPS80MOD
//SYSIN DD *
NUMBERED
RUN NAME        1980 MARGINALS
DATA LIST       FIXED
                 NUM.FAM 7-8 STATE 9-10 SMSA 11-13 CENTRAL 14 METRO 15
                 REC.ID1 16 FAM.SIZE 17-18 TOT.F.IN 19-27 TOT.F.EA 28-36
                 CH.L.18C 37 CHILDREN 38 CH.LT.25 39 CH.LT.18 40 AFDC 41
                 POV.CUT 42-47 POOR.FAM 48 REC.ID2 49 ESR 51 EXP.LF 52
                 FULL.PART 53 MAJ.ACT 54 HOURS 55-56 USUAL.HR 57 WHY.PART
                 58-59 WHY.ABS 60 WAGE.OFF 61 USUAL.35 62 PUB.EMP 63
                 PVT.EMP 64 CK.EMP 65 FRIENDS 66 ANS.ADS 67 NOTHING 68
                 OTHER 69 NONE.AVL 70 NOT.FIND 71 LACK.ED 72 TOO.OLD 73
                 HANDICAP 74 CH.CARE 75 FAM.RESP 76 IN.SCHL 77 SICK 78
                 OTHER.R 79 DNK 80 LST.QUIT 81 WKS.LOOK 82-83 WANT.FUL 84
                 R.NOT.WK 85 WHY.N.TK 86 LAST.WKD 87 INDUSTRY 88-90
                 IND.REC 91-92 OCC.REC 93-94 OCCUPAT 95-97 CLASS 98
                 WHEN.WK 99 WHY.LEFT 100 WANT.JOB 101 LK.12MO 102 ARMY
                 103 REL.HEAD 104 FAM.TYPE 105 SUB.FAMN 106 SUB.FAMR 107
                 MARITAL 108 SEX 109 RACE 110 AGE 111-112 VETRAN 113
                 ETHNIC 114-115 HI.GRADE 116-117 COMPLETE 118 PWEIGHT
                 119-129 (5) FLAG1 130 LOOK.LST 131 WK1.LAST 132-133
                 REAS.LST 134 WKS.WRK 135-136 HRS.LAST 137-138 NUM.EMPL
                 139 LK.BT.JB 140 LOST.FLG 141 LOOK.FLG 142 WK2.LAST
                 143-144 TIMES.LK 145 DOING 146 SOME.PT 147 WKS.PART
                 148-149 REAS.PT 150 CLASS.LS 151 IND.LAST 152-154
                 OCC.LAST 155-157 ADC.AID 158 OTH.AID 159 UN.COMP 160
                 WAGES 161-165 SELF.EMP 166-171 PUB.ASST 172-176 TOT.PINC
                 177-183 TOT.EARN 184-190 WEEKS.RC 191-192 PART.REC 193
                 WRK.EXP 194 PART.YR 195 LF.STAT 196 REC.ID3 197 UN.RATE
                 201-204 MRCODE 205-207 LYCODE 208-210 OCC.CODE 211-213
                 PRESTIGE 214-216 SELF.DIR 217-220 P.W.MALE 221-225
                 P.W.FEM 226-230 P.NW.MAL 231-235 P.NW.FEM 236-240 GED
                 241-245 DATA 246-250 PEOPLE 251-255 THINGS 256-260 SVP
                 261-265 TRAINING 266-270 YRS.EDUC 271-275 INTELL 276-280
                 VERBAL 281-285 NUMERIC 286-290 STRENGTH 291-295 DCP
                 296-300 OCC.C.LY 301-303 PRES.LY 304-306 SELF.D.L
                 307-310 P.W.M.LY 311-315 P.W.F.LY 316-320 P.NW.M.L
                 321-325 P.NW.F.L 326-330 GED.LY 331-335 DATA.LY 331-335
                 PEO.LY 341-345 THING.LY 346-350 SVP.LY 351-355 TRAIN.LY
                 356-360 YRS.ED.L 361-365 INTEL.LY 366-370 VERB.LY
                 371-375 NUM.LY 376-380 STREN.LY 381-385 DCP.LY 386-390
INPUT MEDIUM    TAPE
WEIGHT          PWEIGHT
FREQUENCIES     INTEGER=NUM.FAM TO SMSA (0,99) CENTRAL TO REC.ID1 (0,9)
                FAM.SIZE (0,99) CH.L.18C TO AFDC (0,1) POOR.FAM TO
                MAJ.ACT
```

```
                (0,9) USUAL.HR (0,9) WHY.PART (0,99) WHY.ABS TO LST.QUIT
                (0,9) WKS.LOOK (0,99) WANT.FUL TO LAST.WKD (0,9)
                CLASS TO RACE (0,9) VETRAN (0,9) ETHNIC,HI.GRADE (0,20)
                COMPLETE,FLAG1,LOOK.LST,REAS.LST,NUM.EMPL TO LOOK.FLG,
                TIMES.LK TO SOME.PT, REAS.PT,CLASS.LS  ,    ADC.AID TO
                UN.COMP,  PART.REC TO REC.ID3(0,9)
CONDESCRIPTIVE  TOT.F.IN,  TOT.F.EA,  POV.CUT,  HOURS,
                INDUSTRY TO OCCUPAT,AGE, WK1.LAST,  WKS.WRK,HRS.LAST,
                WK2.LAST,  WKS.PART, IND.LAST, OCC.LAST,
                WAGES TO WEEKS.RC,  UN.RATE TO DCP.LY
STATISTICS      ALL
```

2. The SPSS program used to produce the LFORCE80 file:

```
//HCTBI80 JOB (WCH2,M036,C,1000),'HAVENS.TIPPS'
/*ROUTE PRINT HOLD,NOPURGE
/*NOTIFY
/*MESSAGE 043685,R
/*ROUTE XEQ 9T6250
// EXEC RUNSPSS
//GO.FT02F001 DD DSNAME=&SCRNAME,UNIT=9T1600,DCB=BLKSIZE=2012
//GO.FT04F001 DD DSN=WCH2HCT.LFORCE80,DISP=(NEW,KEEP),UNIT=9T1600
//GO.FT08F001 DD UNIT=9T6250,DISP=(OLD,KEEP),
//  VOL=(PRIVATE,SER=043685),DSN=WCH2HCT.CPS80MOD
//SYSIN DD *

NUMBERED
RUN NAME        1980 BIVAR
DATA LIST       FIXED
                 NUM.FAM 7-8 STATE 9-10 SMSA 11-13 METRO 14 CENTRAL 15
                 REC.ID1 16 FAM.SIZE 17-18 TOT.F.IN 19-27 TOT.F.EA 28-36
                 CH.L.18C 37 CHILDREN 38 CH.LT.25 39 CH.LT.18 40 AFDC 41
                 POV.CUT 42-47 POOR.FAM 48 REC.ID2 49 ESR 51 EXP.LF 52
                 FULL.PART 53 MAJ.ACT 54 HOURS 55-56 USUAL.HR 57 WHY.PART
                 58-59 WHY.ABS 60 WAGE.OFF 61 USUAL.35 62 PUB.EMP 63
                 PVT.EMP 64 CK.EMP 65 FRIENDS 66 ANS.ADS 67 NOTHING 68
                 OTHER 69 NONE.AVL 70 NOT.FIND 71 LACK.ED 72 TOO.OLD 73
                 HANDICAP 74 CH.CARE 75 FAM.RESP 76 IN.SCHL 77 SICK 78
                 OTHER.R 79 DNK 80 LST.QUIT 81 WKS.LOOK 82-83 WANT.FUL 84
                 R.NOT.WK 85 WHY.N.TK 86 LAST.WKD 87 INDUSTRY 88-90
                 IND.REC 91-92 OCC.REC 93-94 OCCUPAT 95-97 CLASS 98
                 WHEN.WK 99 WHY.LEFT 100 WANT.JOB 101 LK.12MO 102 ARMY
                 103 REL.HEAD 104 FAM.TYPE 105 SUB.FAMN 106 SUB.FAMR 107
                 MARITAL 108 SEX 109 RACE 110 AGE 111-112 VETRAN 113
                 ETHNIC 114-115 HI.GRADE 116-117 COMPLETE 118 PWEIGHT
                 119-129 (5) FLAG1 130 LOOK.LST 131 WK1.LAST 132-133
                 REAS.LST 134 WKS.WRK 135-136 HRS.LAST 137-138 NUM.EMPL
                 139 LK.BT.JB 140 LOST.FLG 141 LOOK.FLG 142 WK2.LAST
                 143-144 TIMES.LK 145 DOING 146 SOME.PT 147 WKS.PART
                 148-149 REAS.PT 150 CLASS.LS 151 IND.LAST 152-154
                 OCC.LAST 155-157 ADC.AID 158 OTH.AID 159 UN.COMP 160
                 WAGES 161-165 SELF.EMP 166-171 PUB.ASST 172-176 TOT.PINC
                 177-183 TOT.EARN 184-190 WEEKS.RC 191-192 PART.REC 193
                 WRK.EXP 194 PART.YR 195 LF.STAT 196 REC.ID3 197 UN.RATE
                 201-203 MRCODE 205-207 LYCODE 208-210 OCC.CODE 211-213
                 PRESTIGE 214-216 (1) SELF.DIR 217-220 (2) P.W.MALE
                 221-225 P.W.FEM 226-230 P.NW.MAL 231-235 P.NW.FEM
                 236-240 GED 241-245 DATA 246-250 PEOPLE 251-255 THINGS
                 256-260 SVP 261-265 TRAINING 266-270 YRS.EDUC 271-275
                 INTELL 276-280 VERBAL 281-285 NUMERIC 286-290 STRENGTH
                 291-295 DCP 296-300 OCC.C.LY 301-303 PRES.LY 304-306 (1)
                 SELF.D.L 307-310 (2) P.W.M.LY 311-315 P.W.F.LY 316-320
                 P.NW.M.L 321-325 P.NW.F.L 326-330 GED.LY 331-335 DATA.LY
                 331-335 PEO.LY 341-345 THING.LY 346-350 SVP.LY 351-355
```

```
                TRAIN.LY 356-360 YRS.ED.L 361-365 INTEL.LY 366-370
                VERB.LY 371-375 NUM.LY 376-380 STREN.LY 381-385 DCP.LY
                386-390
INPUT MEDIUM    TAPE
N OF CASES      UNKNOWN
SELECT IF       ((ESR GE 1) AND (ESR LE 3))
WEIGHT          PWEIGHT
IF              (STATE EQ 94) UN.RATE=10.8
IF              (SMSA EQ 216) UN.RATE=11.8
COMPUTE         GROUP=RACE
IF              ((ETHNIC GE 10) AND (ETHNIC LE 17)) GROUP=ETHNIC
RECODE          GROUP (10 THRU 13=4)(14=5) (15 THRU 17=6)
VALUE LABELS    SEX (1)MALE (2)FEMALE
VALUE LABELS    GROUP (1)WHITE (2)BLACK (3)OTHER
                (4)MEX.AM (5)PUERTO RICAN (6)OTHER HISP.
COMPUTE         AGE5=AGE
RECODE          AGE5 (14 THRU 19=1) (20  THRU 34=2) (35 THRU 44=3)
                (45 THRU 65= 4) (66 THRU HIGHEST = 5)
COMPUTE         BLSIND= IND.REC
RECODE          BLSIND (4=1) (5 THRU 17=2) (18 THRU 27=3)(28 THRU 31=4)
                (32 THRU 34=5)(35 THRU 46=6)(48 THRU 51=7)
                (1 THRU 3, 47 = 8) (ELSE=9)
COMPUTE         BLSOCC=OCCUPAT
RECODE          BLSOCC (1 THRU 200=1)(201 THRU 246=2)(260 THRU 300=3)
                (301 THRU 400=4)(401 THRU 600=5)(601 THRU 700=6)
                (701 THRU 726=7) (740 THRU 800=8)(901 THRU 986=9)
                (801 THRU 846=10)(ELSE=11)
COMPUTE         REGION=STATE
RECODE          REGION (11 THRU  23=1)(31 THRU 47=2)(51 THRU 74=3)
                (ELSE=4)
COMPUTE         CHRONIC=0
IF              (WKS.LOOK GE 15) CHRONIC=100
COMPUTE         UNEMP=0
IF              (ESR EQ 3) UNEMP=100
IF              (COMPLETE EQ 2) HI.GRADE=HI.GRADE - 1
COMPUTE         ED4=HI.GRADE
RECODE          ED4 (LOWEST THRU 12=1)(13=2)(14 THRU 16=3)
                (17 THRU HIGHEST=4)
COMPUTE         AGE6=AGE
RECODE          AGE6 (14 THRU 19=1) (20  THRU 24=2) (25 THRU 34=3)
                (35 THRU 44=4)(45 THRU 64= 5) (65 THRU HIGHEST =6)
COMPUTE         RND.SVP= RND(SVP)
COMPUTE         RND.GED= RND(GED)
RECODE          RND.SVP,RND.GED(0 THRU 3=1)(4,5=2)(6 THRU 8=3)
COMPUTE         RND.UNR= RND(UN.RATE)
RECODE          RND.UNR(LOWEST THRU 6=1)(7 THRU 9=2)(10 THRU HI=3)
VALUE LABELS    RND.UNR(1) 0-6%(2)7-9%(3)10%+/
COMPUTE         LAST.UN=WK2.LAST
RECODE          LAST.UN(0=0)(1 THRU 14=1)(15 THRU HIGHEST=2)
COMMENT         ADDED VALUE LABELS
VALUE LABELS    ED4(1)LT HS(2)HS(3)SOME COL(4)COLLEGE/
VALUE LABELS    AGE6(1)14-19(2)20-24(3)25-34(4)35-44(5)45-64(6)65+
VALUE LABELS    REGION(1)NE(2)N CENTRL(3)SOUTH(4)WEST/
VALUE LABELS    BLSIND(1)CONST(2)MFG. DUR(3)MFG. NON(4)TRAN & PU
                  (5)W&R TRAD(6)$ & SERV(7)GOVT(8)AG-MINE(9)ELSE
VALUE LABELS    BLSOCC(1)PRO(2)MAN&AD(3)SALES(4)CLERICAL(5)CRAFT
                  (6)OPERAT.(7)TRAN EQ(8)LABORERS(9)SERVICE(10)FARM/
VALUE LABELS    TIMES.LK(3)3+
VALUE LABELS    CH.L.18C(0)NONE(1)ALL  7(2) 7,|6(3)ALL |6/
VALUE LABELS    GROUP (1)MAJORITY (2)BLACK (3)OTHER
                (4)MEX.AM (5)PUERTO  RICAN (6)OTHER   HISPANIC
VALUE LABELS    POOR.FAM(1)POVERTY(2)100-124%(3)125-149%(4)150%+/
VALUE LABELS    VETRAN(0)FEMALE(1)VN(2)KOREA(3)WW2(4)WW1(5)OTH(6)NOT
VALUE LABELS    RND.GED,RND.SVP(1)0-3(2)4-5(3)6-8/
BREAKDOWN       VARIABLES=SEX(1,2) GROUP(1,6) UNEMP CHRONIC (0,100)
                ED4(1,4), AGE6(1,6),REGION(1,4),BLSIND(1,9),
                RND.SVP,RND.GED,RND.UNR(1,3), LAST.UN(0,2),
```

```
                POOR.FAM(1,4), VETRAN(0,6)
                BLSOCC(1,11), TIMES.LK(0,3), CH.L.18C(0,3)/
                CROSSBREAK= UNEMP, CHRONIC BY ED4 TO CH.L.18C
                BY GROUP BY SEX
OPTIONS         6,7
SAVE FILE       LFORCE80
FINISH
```

3. The SPSS program used to produce regression statistics and correlation matrices for the human capital analysis:

```
//WCTREGFF JOB (WCH2,M036,C,1000),'HAVENS.TIPPS',REGION=1000K
/*ROUTE PRINT HOLD,NOPURGE
/*NOTIFY
/*MESSAGE 055304,R;028698,R;000236,R
// EXEC RUNSPSS,PARM=600K
//GO.FT02F001 DD DSNAME=&SCRNAME,UNIT=9T1600,DCB=BLKSIZE=2012
//GO.FT03F001 DD UNIT=9T1600,DISP=(OLD,KEEP),
//  VOL=(PRIVATE,SER=(055304,028698,000236)),DSN=WCH2HCT.UNU80
//* GO.FT04F001 DD DSN=WCH2HCT.UNUND80,DISP=(NEW,KEEP),UNIT=9T1600
//GO.FT09F001 DD UNIT=FILE,VOL=SER=FILE27,DISP=(NEW,KEEP,DELETE),
// DSN=WCH2HCT.MATXFF80,DCB=(RECFM=FB,LRECL=80,BLKSIZE=1600),
// SPACE=(TRK,(10,10),RLSE)
//SYSIN DD *
NUMBERED
RUN NAME        1980 HUMAN CAPITAL EQUATION: FULL TIME AND YEAR
GET FILE        UNUND80
SELECT IF       (FULL.FUL EQ 1)
MISSING VALUES TOT.EARN,PRES.LY,VERB.LY (0)
COMPUTE         ED.YEARS=HI.GRADE-1
COMPUTE         EXPER=AGE-ED.YEARS-6
COMPUTE         EXPERSQ = EXPER * EXPER
COMPUTE         EDSQ=ED.YEARS * ED.YEARS
IF              (ED4 EQ 4) COLLEGE=1
COMPUTE         LOG.EARN=LN(TOT.EARN)
IF              (SEX EQ 1) G2 =1
IF              (SEX EQ 2) G3 = 1
IF              (GROUP EQ 1) G4 = 1
IF              (GROUP EQ 2) G5 = 1
IF              (GROUP EQ 4) G6 = 1
IF              (WKS.WRK GE 49 AND HRS.LAST GE 35) G7=1
IF              (SEX EQ 1 AND GROUP EQ 1) G8 = 1
IF              (SEX EQ 1 AND GROUP EQ 2) G9 = 1
IF              (SEX EQ 1 AND GROUP EQ 4) G10 = 1
IF              (SEX EQ 1 AND GROUP EQ 5) G11 = 1
IF              (SEX EQ 2 AND GROUP EQ 1) G12 = 1
IF              (SEX EQ 2 AND GROUP EQ 2) G13 = 1
IF              (SEX EQ 2 AND GROUP EQ 4) G14 = 1
IF              (SEX EQ 2 AND GROUP EQ 5) G15 = 1
MISSING VALUES G7 G8 G9 G10 G11 G12 G13 G14 G15 (0)
REGRESSION        VARIABLES = G8 TOT.EARN LOG.EARN LOC.EARN ED.YEARS
                  EXPER EXPERSQ EDSQ  EXPER AGE
                 CHILDREN WKS.WRK HRS.LAST PRES.LY SELF.D.L
                 GED.LY DATA.LY PEO.LY  SVP.LY TRAIN.LY YRS.ED.L
                  NUM.LY  DCP.LY
                   REGRESSION= TOT.EARN WITH LOC.EARN TO DCP.LY(3)/
                   VARIABLES = G9 TOT.EARN LOG.EARN LOC.EARN ED.YEARS
                  EXPER EXPERSQ EDSQ  EXPER AGE
                 CHILDREN WKS.WRK HRS.LAST PRES.LY SELF.D.L
                 GED.LY DATA.LY PEO.LY  SVP.LY TRAIN.LY YRS.ED.L
                  NUM.LY  DCP.LY
                   REGRESSION= TOT.EARN WITH LOC.EARN TO DCP.LY(3)/
                   VARIABLES = G10 TOT.EARN LOG.EARN LOC.EARN ED.YEARS
                  EXPER EXPERSQ EDSQ  EXPER AGE
                 CHILDREN WKS.WRK HRS.LAST PRES.LY SELF.D.L
```

```
                GED.LY DATA.LY PEO.LY  SVP.LY TRAIN.LY YRS.ED.L
                 NUM.LY  DCP.LY
                  REGRESSION= TOT.EARN WITH LOC.EARN TO DCP.LY(3)/
                  VARIABLES = G11 TOT.EARN LOG.EARN LOC.EARN ED.YEARS
                 EXPER EXPERSQ EDSQ  EXPER AGE
                CHILDREN WKS.WRK HRS.LAST PRES.LY SELF.D.L
                GED.LY DATA.LY PEO.LY  SVP.LY TRAIN.LY YRS.ED.L
                 NUM.LY  DCP.LY
                  REGRESSION= TOT.EARN WITH LOC.EARN TO DCP.LY(3)/
                  VARIABLES = G12 TOT.EARN LOG.EARN LOC.EARN ED.YEARS
                 EXPER EXPERSQ EDSQ  EXPER AGE
                CHILDREN WKS.WRK HRS.LAST PRES.LY SELF.D.L
                GED.LY DATA.LY PEO.LY  SVP.LY TRAIN.LY YRS.ED.L
                 NUM.LY  DCP.LY
                  REGRESSION= TOT.EARN WITH LOC.EARN TO DCP.LY(3)/
                  VARIABLES = G13 TOT.EARN LOG.EARN LOC.EARN ED.YEARS
                 EXPER EXPERSQ EDSQ  EXPER AGE
                CHILDREN WKS.WRK HRS.LAST PRES.LY SELF.D.L
                GED.LY DATA.LY PEO.LY  SVP.LY TRAIN.LY YRS.ED.L
                 NUM.LY  DCP.LY
                  REGRESSION= TOT.EARN WITH LOC.EARN TO DCP.LY(3)/
                  VARIABLES = G14 TOT.EARN LOG.EARN LOC.EARN ED.YEARS
                 EXPER EXPERSO EDSQ  EXPER AGE
                CHILDREN WKS.WRK HRS.LAST PRES.LY SELF.D.L
                GED.LY DATA.LY PEO.LY  SVP.LY TRAIN.LY YRS.ED.L
                 NUM.LY  DCP.LY
                  REGRESSION= TOT.EARN WITH LOC.EARN TO DCP.LY(3)/
OPTIONS         6,8,15
STATISTICS      1,2
COMMENT         2-PAIR DEL, 6- STEP OUT DEL, 8-MATRIX OUT
```

4. The program used to produce the tables containing 1980 statistics for this report:

```
//HCTUUU80 JOB (WCH2,M036,C,2000,20),'HAVENS.TIPPS',REGION=1000K
/*ROUTE PRINT HOLD,NOPURGE
/*NOTIFY
/*MESSAGE 033584,R;059324,R
// EXEC RUNSPSS,PARM=600K
//GO.FT02F001 DD DSNAME=&SCRNAME,UNIT=9T1600,DCB=BLKSIZE=2012
//GO.FT03F001 DD UNIT=9T1600,DISP=(OLD,KEEP),
//  VOL=(PRIVATE,SER=(033584,059324)),DSN=WCH2HCT.LFORCE80
//GO.FT04F001 DD DSN=WCH2HCT.UUU80,DISP=(NEW,KEEP),UNIT=9T1600
//SYSIN DD *
NUMBERED
RUN NAME        1980 UN AND UNDER
GET FILE        LFORCE80
COMMENT         STATE EARNINGS SECTION
COMPUTE         STATEINC=STATE
COMPUTE          SMSAINC=SMSA
RECODE                STATEINC
                 ( 11 = 9816.2534) ( 12 =11458.1623) ( 13 = 9756.0089) (
                 14 =12104.2063) ( 15 =11418.2945) ( 16 =12922.3405) ( 21
                 =12698.5789) ( 22 =13135.0843) ( 23 =12498.5684) ( 31
                 =13119.8418) ( 32 =11884.5859) ( 33 =13318.3674) ( 34
                 =13282.8448) ( 35 =11958.9911) ( 41 =11351.1009) ( 42
                 =11685.2947) ( 43 =11685.1024) ( 44 =10582.4911) ( 45
                 =10117.5096) ( 46 =10842.3367) ( 47 =11310.2382) ( 51
                 =11919.6861) ( 52 =13753.5793) ( 53 =13507.3176) ( 54
                 =12239.7734) ( 55 =11360.8824) ( 56 =10311.5634) ( 57
                 =10170.2674) ( 58 =11738.9027) ( 59 =10302.8011) ( 61
                 =11107.1666) ( 62 =10661.7302) ( 63 =10823.4642) ( 64
                 =10217.3916) ( 71 = 9965.4165) ( 72 =11579.1259) ( 73
                 =11744.2027) ( 74 =12154.8771) ( 81 =10843.3779) ( 82
```

```
                =10777.1488) ( 83 =12681.4175) ( 84 =13329.6924) ( 85
                =11395.7727) ( 86 =12183.2645) ( 87 =11583.9877) ( 88
                =12281.0815) ( 91 =12906.7790) ( 92 =12126.2374) ( 93
                =13424.6623) ( 94 =16911.0547) ( 95 =12144.0276)
RECODE          SMSAINC    ( 0 =11345.9239) ( 8 =13266.0343) ( 16
                =12310.2003) ( 36 =14886.0624) ( 52 =13732.6488) ( 72
                =13060.3946) (100 =13296.2562) (112 =12776.0052) (128
                =11957.7185) (160 =13894.8174) (164 =12643.6839) (168
                =13810.8278) (184 =12392.8347) (192 =12699.8205) (208
                =14247.8586) (216 =14348.3052) (280 =11651.9122) (296
                =14008.0281) (312 =12060.1050) (336 =13798.7746) (348
                =12862.0687) (376 =13071.9568) (448 =13288.0321) (500
                =10612.1094) (508 =13158.9053) (512 =12899.8394) (538
                =14411.5293) (556 =13625.6932) (560 =12638.3940) (564
                =13892.1924) (572 =11517.0626) (604 =14542.8406) (616
                =13055.1502) (628 =13162.6177) (644 =12597.7054) (684
                =13062.8411) (692 =12834.5163) (704 =13066.2271) (728
                =13086.2784) (732 =11856.9562) (736 =14970.0195) (740
                =15161.4034) (760 =14716.8463) (828 = 9595.3737) (884
                =15672.2723)
COMPUTE         LOC.EARN=STATEINC
IF              (SMSA NE 0) LOC.EARN=SMSAINC
COMMENT         RECODE STATE(STATE CODE = STATE EARNINGS), ETC.
MISSING VALUES TOT.EARN,PRES.LY,VERB.LY (0)
COMPUTE         ED.YEARS=HI.GRADE-1
COMPUTE         EXPER=AGE-ED.YEARS-6
COMPUTE         EXPERSQ = EXPER * EXPER
COMPUTE         FAIR.PAY=
                 ( LOC.EARN   *    1.11932598 )+
                 ( WKS.WRK    *    238.857521 )+
                 ( HRS.LAST   *    128.821407 )+
                 ( ED.YEARS   *    124.022085 )+
                 ( EXPERSQ    *   -10.9105154 )+
                 ( AGE        *    659.399916 )+
                 ( GED.LY     *    403.306843 )+
                 ( TRAIN.LY   *    77.4543497 )+
                 ( -38565.36    )
COMPUTE         GAP=TOT.EARN - FAIR.PAY
COMPUTE         PCT.GAP = GAP/TOT.EARN
IF              (PCT.GAP LE -.50) BAD.FF2=100
IF              (TRAINING GE 12) SKILLED=100
IF              (TRAINING LE 3) UNSKILL=100
IF              (DCP GE 25) POWER = 100
IF              (DCP LE 5) POW.LESS=100
COMPUTE         AGE6=AGE
RECODE          AGE6 (14 THRU 19=1) (20  THRU 24=2) (25 THRU 34=3)
                (35 THRU 44=4)(45 THRU 64= 5) (65 THRU HIGHEST =6)
VALUE LABELS    AGE6(1)14-19(2)20-24(3)25-34(4)35-44(5)45-64(6)65+
SELECT IF       (ESR GE 1 AND ESR LE 3)
COMPUTE         ED.REQ=GED
RECODE          ED.REQ(1 THRU 3 = 11)(3 THRU 3.5=12)(3.5 THRU 4.5=15)
                (0,4.5 THRU HI=20)
COMPUTE         OVER.ED=0
IF              (ED.YEARS GT ED.REQ) OVER.ED=100
COMPUTE         WEEKS=WKS.WRK
RECODE          WEEKS(LO THRU 34=1)(35 THRU 48= 2)(49 THRU HI=3)
VALUE LABELS    WEEKS(1) LT 34(2)35-48(3)49+
COMPUTE         HOURS=HRS.LAST
RECODE          HOURS(LO THRU 34=1)(ELSE=2)
VALUE LABELS    HOURS(1) LT 35
COMPUTE         FULL.FUL = 0
IF              (WKS.WRK GE 49 AND HRS.LAST GE 35) FULL.FUL=1
VALUE LABELS    FULL.FUL (1)FULL.YR  FULL.TI
COMPUTE         PAY.CAT=TOT.EARN
RECODE          PAY.CAT(LO THRU 2000=1) (2000 THRU 7000=2)
                (7000 THRU 14000 = 3)(14000 THRU 21000=4) (ELSE=5)
VALUE LABELS    PAY.CAT(1) LT 2(2) LE 7T(3)LE 14T(4)LE 21 T
COMPUTE         GROUP3=GROUP
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```
RECODE          GROUP3(1=1)(2=2)(4 THRU 6=3)(3=4)
VALUE LABELS    GROUP3(1)MAJ(2)BLACK(3)HISPANIC
IF              ((TOT.EARN * (40/HRS.LAST) * (52/WKS.WRK)) LE POV.CUT)
                 POV.WAGE=100
COMMENT          POV.WAGE FOR INDIV
IF              (TIMES.LK EQ 3 OR WK2.LAST GE 15) UNSTAB=100
IF              (FULL.FUL NE 1) BAD.FF2=0
IF              (AGE LE 19) UNSKILL = 0
IF              (AGE LE 19) POV.WAGE = 0
IF              ((WHY.PART GE 1) AND (WHY.PART LE 6)) INV.PART=100
COMPUTE         UNDER=BAD.FF2+UNSKILL+INV.PART+UNSTAB+OVER.ED+
                 POV.WAGE
IF              (ESR EQ 0 OR ESR GE 3) UNDER=0
COMMENT          MUST HAVE A JOB NOW TO BE UNDEREMPLOYED
RECODE          UNDER (1 THRU HIGHEST= 100)
COUNT           N.UNDER=BAD.FF2 INV.PART OVER.ED UNSKILL UNSTAB
                POV.WAGE (100)
IF              (UNDER GE 1 OR ESR EQ 3) UN.UN=100
COMPUTE         RND.UNR =  RND(UN.RATE)
RECODE          RND.UNR(LO THRU 6=1)(7 THRU 9=2)(10 THRU HI=3)
VAR LABELS      INV.PART PT FOR ECON REASONS/
                UNSKILL TRAINING REQUIRED IS LE 3 MO.                    /
                UNSTAB UNEMP 15+ WEEKS LAST OR 3+ SPELLS                 /
                POV.WAGE ADJ EARN --WKS & HRS-- LE FAM POV.CUR             /
                BAD.FF2 PAY LE 50% OF FAIR -- ONLY FULL TIME & YEAR      /
                UNDER ONE OR MORE FORMS OF UNDEREMPLOYMENT               /
                N.UNDER NUMBER OF TYPES OF UNDEREMPLOYMENT               /
                UN.UN EITHER UNEMPLOYED OR UNDEREMPLOYED                 /
                POWER DCP GE 25%                                         /
                POV.LESS DCP LE 5%                                       /
                OVER.ED OVER EDUCATED FOR GED --HS + ONLY--/
VALUE LABELS    RND.UNR(1) 0-6%(2)7-9%(3)10%+/
VALUE LABELS    ED4(1)LT HS(2)HS(3)SOME COL(4)COLLEGE/
VALUE LABELS    VETRAN(0)FEMALE(1)VN(2)KOREA(3)WW2(4)WW1(5)OTH(6)NOT
VALUE LABELS    REGION(1)NE(2)N CENTRL(3)SOUTH(4)WEST/
VALUE LABELS    BLSIND(1)CONST(2)MFG. DUR(3)MFG. NON(4)TRAN & PU
                  (5)W&R TRAD(6)$ & SERV(7)GOVT(8)AG-MINE(9)ELSE
VALUE LABELS    BLSOCC(1)PRO(2)MAN&AD(3)SALES(4)CLERICAL(5)CRAFT
                  (6)OPERAT.(7)TRAN EQ(8)LABORERS(9)SERVICE(10)FARM/
VALUE LABELS    TIMES.LK(3)3+
VALUE LABELS    POOR.FAM(1)POVERTY(2)100-124%(3)125-149%(4)150%+/
VALUE LABELS    CH.L.18C(0)NONE(1)ALL  7(2) 7,|6(3)ALL |6/
VALUE LABELS    CENTRAL (1)CENTRAL CITY(2)BALANCE OF SMSA(3)NOT SMSA
IF              (BAD.FF2 GE 1 OR POV.WAGE GE 1) UN.PAY = 100
IF              (INV.PART GE 1 OR UNSTAB GE 1) UN.TIME = 100
IF              (OVER.ED GE 1 OR UNSKILL GE 1) UN.EXP = 100
IF              (UNEMP EQ 100) UN.TIME=100
VAR LABELS      UN.PAY UNDEREMPLOYED THROUGH PAY:POV.WAGE OR BAD/
                UN.TIME UNDEREMPLOYED THROUGH TIME: UN INV.PART OR UNSTAB/
                UN.EXP UNDEREMPLOYED THROUGH EXP: OVER.ED OR UNSKIL/
BREAKDOWN       VARIABLES= SEX(1,2) GROUP(1,6) GROUP3(1,4)
                 UNEMP, UN.TIME UN.EXP UN.PAY (LO,HI)
                AGE6(1,6) ED4,POOR.FAM(1,4) FULL.FUL(0,1) RND.UNR(1,3)
                UN.UN UNDER INV.PART UNSTAB OVER.ED BAD.FF2 POV.WAGE
                  UNSKILL POWER POW.LESS N.UNDER(LO,HI)
                VETRAN(1,6), REGION(1,4) BLSOCC(1,11) BLSIND(1,9)
                 CH.L.18C (0,3) CENTRAL(1,4)
                CROSSBREAK= UN.UN UNDER BY
                  ED4 BY GROUP,GROUP3 BY SEX BY FULL.FUL/
                UNEMP UN.TIME UN.EXP UN.PAY
                UN.UN TO N.UNDER BY SEX BY GROUP,GROUP3/
                INV.PART TO UNSKILL BY AGE6 , ED4
                   BY GROUP, GROUP3 BY SEX/
OPTIONS         6,7
STATISTICS      1
BREAKDOWN       VARIABLES= SEX(1,2) GROUP(1,6) GROUP3(1,4)
                AGE6(1,6) ED4,POOR.FAM(1,4) FULL.FUL(0,1) RND.UNR(1,3)
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```
                UN.UN UNDER INV.PART UNSTAB OVER.ED BAD.FF2 POV.WAGE
                  UNSKILL POWER POW.LESS N.UNDER(LO,HI)
                VETRAN(1,6), REGION(1,4) BLSOCC(1,11) BLSIND(1,9)
                 CH.L.18C (0,3) CENTRAL(1,4)
                CROSSBREAK=
                 OVER.ED UNSKILL POV.WAGE BAD.FF2
                 INV.PART UNSTAB BY REGION CENTRAL RND.UNR BLSOCC
                 CH.L.18C BY GROUP,GROUP3 BY SEX/
                  OVER.ED UNSKILL BY POOR.FAM VETRAN
                 BY GROUP,GROUP3 BY SEX/
OPTIONS         6,7
STATISTICS      1
SAVE FILE       UUUND80
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Table A.1: Population Bases for Estimated Rates of Unemployment and Underemployment (in thousands), 1980

		MAJORITY MALE 1	BLACK MALE 2	HISPANIC MALE 3	MAJORITY FEMALE 5	BLACK FEMALE 6	HISPANIC FEMALE 7
TOTAL LABOR FORCE		50376	5227	3329	36680	4928	2035
METRO. RESIDENCE							
CENTRAL CITY	1	10462	2808	1490	8095	2733	950
SUBURB	2	20800	1104	1160	14813	1123	708
NON-METRO	3	14651	1147	466	10494	909	246
REGION							
NORTHEASTERN	1	11678	959	486	8484	892	348
NORTH CENTRAL	2	14944	1072	289	10795	1029	151
SOUTHERN	3	14886	2703	1053	10730	2527	601
WESTERN	4	8869	493	1501	6672	480	935
LOCAL UNEMP.							
6% OR LESS	1	27845	2868	2441	20882	2707	1477
7-9%	2	19745	2096	859	13948	1970	539
10% OR HIGHER	3	2773	263	28	1839	251	19
EDUCATION							
LESS THAN HS	1	11965	2070	1707	7169	1568	863
HIGH SCHOOL	2	18513	1955	926	16775	2020	751
SOME COLLEGE	3	8991	812	436	6664	811	274
COLLEGE	4	10900	390	260	6069	528	148
GED							
0-3	1	18355	3434	1994	15354	2992	1229
4-5	2	30106	1728	1281	20877	1901	798
6+	3	1901	65	54	436	35	8
AGE6							
14-19	1	4452	419	346	3871	373	225
20-24	2	6618	825	550	5563	759	380
25-34	3	13264	1464	1014	9451	1499	587
35-44	4	9605	1021	676	6968	1036	429
45-64	5	14808	1347	689	9834	1140	391
65+	6	1630	151	54	996	120	24
SVP							
UNDER 3 MONTHS	1	8603	1735	1021	8854	1754	666
3 MOS.-1 YR.	2	12976	1836	1012	12570	1832	814
OVER 1 YEAR	3	28755	1657	1295	15246	1342	556

Table A.2: Standard Errors of Estimated Percentages

Population Base (thousands)	Estimated Percentages					
	1 or 99	2 or 98	5 or 95	10 or 90	25 or 75	50
75	2.4	3.3	5.2	7.1	10.3	11.9
100	2.0	2.9	4.5	6.2	8.9	10.3
250	1.3	1.8	2.8	3.9	5.6	6.5
500	0.9	1.3	2.0	2.8	4.0	4.6
1,000	0.6	0.9	1.4	2.0	2.8	3.3
2,500	0.4	0.6	0.9	1.2	1.8	2.1
5,000	0.3	0.4	0.6	0.9	1.2	1.5
10,000	0.2	0.3	0.4	0.6	0.9	1.0
15,000	0.2	0.2	0.4	0.5	0.7	0.8
25,000	0.13	0.2	0.2	0.4	0.6	0.7
50,000	0.09	0.13	0.3	0.3	0.4	0.5

Source: U.S., Department of Commerce, Current Population Reports, "Household and Family Characteristics: March 1980," Series P-20, No. 366, (Sept. 1981), appendix B, p. 229.

Table A.3: Rates of Unemployment and Underemployment for the Time-series Figures in Chapter 3

	1971	1972	1973	1974	1975	1976	1977	1078	1979	1980
Unemployment: Males										
Black Males	9.18	10.15	8.49	10.40	17.08	14.92	14.63	13.18	13.43	13.02
Hispanic Males	8.59	7.35	7.55	7.49	13.51	10.93	10.67	9.36	8.11	8.08
Majority Males	5.49	5.43	4.35	4.21	8.03	7.12	6.74	5.50	4.98	5.95
Intermittent Employment: Males										
Black Males	10.66	11.89	11.00	10.54	12.43	14.37	13.45	11.86	11.49	11.47
Hispanic Males	13.18	11.99	10.35	10.64	11.66	11.35	11.79	10.74	8.56	9.05
Majority Males	6.51	7.32	6.52	5.43	6.96	8.70	7.85	6.86	5.39	5.32
Involuntary Part-time Employment: Males										
Black Males	5.13	4.88	3.77	4.14	5.93	5.29	5.09	5.40	4.01	4.98
Hispanic Males	3.53	4.01	3.11	4.29	5.42	4.50	4.13	3.62	3.73	5.72
Majority Males	2.22	2.24	1.98	2.15	3.25	2.83	2.70	2.49	2.25	2.70
Marginal Employment: Males										
Black Males	15.54	15.54	17.80	15.65	14.00	10.77	15.32	15.11	13.38	15.44
Hispanic Males	13.07	13.93	15.65	14.60	13.63	9.01	14.55	12.44	12.26	14.24
Majority Males	5.68	6.46	6.65	6.15	6.46	5.16	6.41	6.54	5.69	7.46
Workers in Poverty Households: Males										
Black Males	8.41	7.55	6.64	6.70	5.15	4.20	4.48	4.33	3.67	4.29
Hispanic Males	5.69	6.58	5.93	4.49	6.81	6.88	5.22	4.98	4.93	5.19
Majority Males	2.55	2.60	2.26	2.11	2.15	2.03	1.55	2.18	1.98	2.03
Overeducation (Standardized): Males										
Black Males	32.67	32.96	33.51	34.78	35.12	35.44	37.80	38.63	35.71	36.95
Hispanic Males	24.73	26.63	28.62	29.03	28.28	31.66	30.54	29.02	29.49	31.25
Majority Males	17.37	19.01	19.41	19.83	20.96	21.75	22.43	22.36	22.98	23.40
Neither Unemployed Nor Underemployed: Males										
Black Males	51.55	50.09	49.79	49.44	45.36	51.44	46.33	44.94	49.73	44.96
Hispanic Males	57.08	56.72	59.77	58.93	52.02	58.60	56.64	58.12	59.97	56.98
Majority Males	67.71	67.10	67.71	68.33	64.08	65.35	65.11	65.45	65.26	63.95
Unemployment: Females										
Majority Males	5.49	5.43	4.35	4.21	8.03	7.12	6.74	5.50	4.98	5.95
Black Females	10.61	11.75	10.78	9.77	14.80	13.20	14.48	13.93	11.99	12.95
Hispanic Females	9.18	10.07	8.52	9.95	11.60	12.74	12.92	10.46	10.06	10.34
Majority Females	6.25	5.70	5.08	5.44	8.71	7.65	7.58	5.85	5.72	5.65
Intermittent Employment: Females										
Majority Males	6.51	7.32	6.52	5.43	6.96	8.70	7.85	6.86	5.39	5.32
Black Females	7.17	9.38	7.51	7.34	9.20	9.90	8.75	9.47	7.71	8.10
Hispanic Females	8.54	12.06	8.73	10.07	7.86	11.02	9.56	8.81	6.85	7.38
Majority Females	5.15	5.83	5.08	4.80	5.67	5.50	5.98	4.97	4.61	4.00
Involuntary Part-time Employment: Females										
Majority Males	2.22	2.24	1.98	2.15	3.25	2.83	2.70	2.49	2.25	2.70

Table A.3 (continued):

	1971	1972	1973	1974	1975	1976	1977	1078	1979	1980
Black Females	7.06	5.15	4.37	5.85	8.58	6.69	7.16	6.80	5.98	6.08
Hispanic Females	6.99	6.13	4.13	5.08	7.91	7.15	6.38	5.88	5.36	5.52
Majority Females	3.28	3.11	2.96	3.26	4.75	3.89	4.19	3.84	3.96	3.60
Marginal Employment: Females										
Majority Males	5.68	6.46	6.65	6.15	6.46	5.16	6.41	6.54	5.69	7.46
Black Females	36.23	35.80	32.04	30.58	30.33	23.23	25.97	25.04	24.10	23.26
Hispanic Females	24.84	26.73	21.24	23.36	23.64	18.80	22.42	22.90	19.09	20.27
Majority Females	16.87	17.67	17.32	17.02	17.41	15.13	16.79	15.95	15.53	15.19
Workers in Poverty Households: Females										
Black Females	9.25	8.50	7.39	8.21	7.16	6.17	6.68	5.91	5.80	6.30
Hispanic Females	3.80	4.65	2.11	2.14	3.00	4.44	2.92	2.70	2.77	3.40
Majority Females	2.29	2.08	1.88	1.70	1.90	2.04	1.84	1.82	1.68	1.70
Overeducation (Standardized): Females										
Majority Males	17.37	19.01	19.41	19.83	20.96	21.75	22.43	22.36	22.98	23.40
Majority Females	14.65	15.61	16.18	17.37	17.62	18.12	19.11	19.61	19.69	20.27
Black Females	22.04	22.95	22.32	24.29	24.75	25.51	26.56	26.73	25.88	26.22
Hispanic Females	21.54	20.40	20.02	24.56	25.68	23.97	24.83	23.91	24.40	23.23
Neither Unemployed Nor Underemployed: Females										
Majority Males	67.71	67.10	67.71	68.33	64.08	65.35	65.11	65.45	65.26	63.95
Black Females	34.52	34.72	35.99	35.77	33.56	41.91	35.05	36.64	37.99	37.41
Hispanic Females	44.60	44.47	49.37	45.62	42.36	47.26	46.38	46.59	48.87	45.97
Majority Females	49.87	49.39	50.43	50.09	48.37	52.56	49.64	50.65	50.75	49.77
Total Labor Force (in Thousands):										
Majority Males	44568	45883	46407	46889	47365	47859	48251	49139	50042	50376
Black Males	4589	4675	4794	4904	4761	4720	4998	5174	5246	5227
Hispanic Males	2021	2058	2392	2541	2580	2447	2573	2893	2962	3329
Majority Females	27220	28224	28760	29910	30878	31804	33174	34287	35951	36680
Black Females	3636	3806	3932	3932	4048	4374	4387	4748	4894	4928
Hispanic Females	1024	1086	1328	1520	1559	1526	1620	1818	1875	2035

This table may be read as follows: in 1971, 9.18 percent of black males and 8.59 percent of Hispanic males were unemployed.

Source: Commission tabulations from 1971-1980 March CPS data.

Table A.4: Rates of Unemployment and Underemployment for Mexican Americans and Puerto Ricans by Sex, Age, and Education, 1980

	MEXICAN AMERICAN MALES	PUERTO RICAN MALES	MEXICAN AMERICAN FEMALES	PUERTO RICAN FEMALES
* UNEMPLOYMENT RATES:				
AGE				
14-19	13.56	21.18	26.07	28.10
20-24	8.99	10.89	11.01	24.09
25-34	8.59	8.31	9.38	12.43
35-44	6.29	11.93	9.97	3.75
45-64	5.93	11.23	7.17	9.14
65+	7.48	0.0	0.0	0.0
EDUCATION				
LESS THAN 12 YEARS	9.64	14.58	16.10	20.86
HIGH SCHOOL	6.73	7.79	7.75	9.44
MORE THAN 12 YEARS	7.28	3.11	9.35	0.0
MORE THAN 15 YEARS	4.29	7.76	1.73	3.97
TOTAL	8.32	11.00	11.60	12.80
* INTERMITTENT EMPLOYMENT:				
AGE				
14-19	11.74	5.92	6.32	5.08
20-24	14.23	21.68	8.56	10.52
25-34	11.12	8.22	7.90	8.61
35-44	5.97	11.21	11.09	3.24
45-64	8.26	5.46	8.38	6.56
65+	0.0	0.0	0.0	0.0
EDUCATION				
LESS THAN 12 YEARS	12.04	14.60	10.49	7.80
HIGH SCHOOL	8.31	4.78	7.25	6.58
MORE THAN 12 YEARS	7.14	3.73	6.32	4.12
MORE THAN 15 YEARS	4.49	7.48	0.98	7.49
TOTAL	10.09	10.17	8.39	6.90
* INVOLUNTARY PART-TIME WORK:				
AGE				
14-19	8.85	2.80	11.76	0.0
20-24	6.66	13.02	8.03	2.38
25-34	6.13	4.50	7.38	3.59
35-44	5.50	4.96	5.58	8.06
45-64	6.39	5.48	3.14	4.48
65+	15.45	0.0	6.81	0.0
EDUCATION				
LESS THAN 12 YEARS	8.09	5.67	9.49	4.83
HIGH SCHOOL	5.50	9.36	6.65	4.59
MORE THAN 12 YEARS	4.42	0.0	1.39	5.64
MORE THAN 15 YEARS	0.98	0.0	0.98	0.0
TOTAL	6.60	5.96	7.13	4.30
* MARGINAL JOBS:				
AGE				
14-19	24.96	36.10	28.17	23.50
20-24	13.23	24.46	20.01	24.59
25-34	8.83	12.55	22.66	11.55
35-44	7.32	17.39	17.26	8.92
45-64	8.03	12.57	18.79	20.58
65+	13.02	0.0	44.25	0.0
EDUCATION				
LESS THAN 12 YEARS	14.53	24.01	32.61	22.21
HIGH SCHOOL	7.85	10.66	14.04	14.74
MORE THAN 12 YEARS	6.67	10.53	7.60	1.67
MORE THAN 15 YEARS	1.26	0.0	1.45	3.96
TOTAL	11.16	17.27	21.48	15.50

Table A.4 (continued)

* WORKERS IN POVERTY HOUSEHOLDS:				
AGE				
14-19	4.06	4.55	3.99	0.0
20-24	6.22	4.94	3.42	3.51
25-34	4.94	5.91	3.88	5.30
35-44	9.12	11.05	3.94	1.69
45-64	6.80	6.85	3.07	2.25
65+	3.03	0.0	21.69	0.0
EDUCATION				
LESS THAN 12 YEARS	8.49	8.63	6.04	4.56
HIGH SCHOOL	3.67	7.08	1.88	2.19
MORE THAN 12 YEARS	2.42	0.0	2.03	0.0
MORE THAN 15 YEARS	1.67	1.63	1.69	3.96
TOTAL	6.16	6.98	3.85	3.10
* OVER-EDUCATION:				
AGE				
14-19	12.38	30.14	7.08	18.49
20-24	28.10	28.19	20.03	18.47
25-34	24.99	27.31	19.67	15.38
35-44	12.68	13.37	10.36	18.02
45-64	9.82	11.87	7.22	19.24
65+	0.0	0.0	0.0	0.0
EDUCATION				
LESS THAN 12 YEARS	0.0	0.0	0.0	0.0
HIGH SCHOOL	46.73	50.08	26.00	31.83
MORE THAN 12 YEARS	38.15	47.62	29.59	23.55
MORE THAN 15 YEARS	36.36	30.72	30.14	32.58
TOTAL	18.56	21.49	14.37	17.40
* INEQUITABLE PAY:				
AGE				
14-19	6.53	12.97	8.89	7.21
20-24	16.41	19.93	17.93	19.78
25-34	17.32	14.44	31.00	32.03
35-44	26.15	25.27	37.39	52.78
45-64	19.50	27.53	36.20	45.40
65+	10.99	0.0	7.46	0.0
EDUCATION				
LESS THAN 12 YEARS	16.85	20.89	20.37	34.35
HIGH SCHOOL	20.35	17.01	34.13	39.04
MORE THAN 12 YEARS	17.30	26.06	26.92	35.08
MORE THAN 15 YEARS	17.52	20.36	32.00	27.76
TOTAL	17.85	20.16	27.00	35.50
20-24	6.66	13.02	8.03	2.38
25-34	6.13	4.50	7.38	3.59
35-44	5.50	4.96	5.58	8.06
45-64	6.39	5.48	3.14	4.48
65+	15.45	0.0	6.81	0.0
EDUCATION				
LESS THAN 12 YEARS	8.09	5.67	9.49	4.83
HIGH SCHOOL	5.50	9.36	6.65	4.59
MORE THAN 12 YEARS	4.42	0.0	1.39	5.64
MORE THAN 15 YEARS	0.98	0.0	0.98	0.0
TOTAL	6.60	5.96	7.13	4.30

Table A.4 (continued)

POPULATION BASE
(IN THOUSANDS):

FOR AGE GROUPS				
14-19	253	27	157	18
20-24	369	54	254	32
25-34	672	123	377	73
35-44	398	77	209	51
45-64	390	70	182	39
65+	29	1	11	0
EDUCATION GROUPS				
LESS THAN 12 YEARS	1203	191	559	91
HIGH SCHOOL	551	108	439	79
MORE THAN 12 YEARS	240	31	139	21
MORE THAN 15 YEARS	116	22	51	21
TOTAL	2111	351	1189	2130

This table may be read as follows: in 1980, 13.56 percent of Mexican American males ages 14-19 were unemployed.

Source: Commission tabulations from the 1980 March CPS data.

Appendix B

Rates of Unemployment and Underemployment as Ratios to Majority Male Rates, 1980

The tables below present the percentages of each group unemployed and having each form of underemployment and, in addition, ratios and differences comparing the percentages of each group to the majority males. The ratios were calculated by dividing the group percentage by the majority male percentage. The differences were calculated by subtracting the majority male percentage from each group.

The ratios and differences must be interpreted with caution because their substantive meaning depends upon the size of the percentages being compared. Take the following hypothetical example. On measure *X*, if majority males have a value of 1 percent and black males a value of 2 percent, the ratio is 2.0, but the difference is 1.0. On measure *Y*, if majority males have a value of 8 percent and black males a value of 10 percent, the ratio is smaller (1.2), even though the difference (2.0) is larger.

PART 1: PERCENTAGES AND RATIOS OF GROUPS TO MAJORITY MALES
SECTION 1: UNEMPLOYMENT RATES

GROUPS:	PERCENT UNEMPLOYED/UNDEREMPLOYED						RATIO TO MAJORITY MALES					
	MALES			FEMALES			MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE												
14-19	14.65	34.94	14.17	13.88	38.68	21.83	1.00	2.38	0.97	0.95	2.64	1.49
20-24	11.08	22.23	9.56	7.19	21.70	11.20	1.00	2.01	0.86	0.65	1.96	1.01
25-34	5.61	13.08	8.32	5.21	12.67	9.74	1.00	2.33	1.48	0.93	2.26	1.74
35-44	3.64	6.75	6.43	4.16	7.42	8.90	1.00	1.85	1.77	1.14	2.04	2.45
45-64	3.27	6.44	5.43	3.23	4.96	5.98	1.00	1.97	1.66	0.99	1.52	1.83
GROUP TOTAL	5.95	13.02	8.08	5.65	12.95	10.34	1.00	2.19	1.36	0.95	2.18	1.74
EDUCATION												
LESS THAN HS	10.85	15.73	10.06	10.38	18.26	15.39	1.00	1.45	0.93	0.96	1.68	1.42
HIGH SCHOOL	6.11	12.56	6.74	5.42	12.68	7.13	1.00	2.06	1.10	0.89	2.08	1.17
SOME COLLEGE	4.39	10.86	5.76	4.10	9.81	7.26	1.00	2.47	1.31	0.93	2.23	1.65
COLLEGE	1.59	5.52	3.76	2.40	3.10	2.82	1.00	3.47	2.36	1.51	1.95	1.77
GROUP TOTAL	5.95	13.02	8.08	5.65	12.95	10.34	1.00	2.19	1.36	0.95	2.18	1.74
GED SCORES												
0-3	10.54	16.15	10.45	8.98	17.67	14.14	1.00	1.53	0.99	0.85	1.68	1.34
4-5	3.52	7.12	4.61	3.28	5.76	4.59	1.00	2.02	1.31	0.93	1.64	1.30
GROUP TOTAL	5.95	13.02	8.08	5.65	12.95	10.34	1.00	2.19	1.36	0.95	2.18	1.74
SPECIFIC VOC. PREP.												
UP TO 3 MONTHS	12.68	21.49	13.03	10.65	22.42	15.60	1.00	1.69	1.03	0.84	1.77	1.23
3 MOS. - 1 YEAR	6.57	10.59	7.64	5.18	9.85	9.11	1.00	1.61	1.16	0.79	1.50	1.39
OVER 1 YEAR	3.67	6.86	4.53	3.14	4.82	5.83	1.00	1.87	1.23	0.86	1.31	1.59
GROUP TOTAL	5.96	13.02	8.08	5.65	12.95	10.34	1.00	2.18	1.36	0.95	2.17	1.73
LOCAL UNEMPLOYMENT												
6% OR LESS	4.65	10.44	7.09	4.89	12.72	10.52	1.00	2.25	1.52	1.05	2.74	2.26
7-9%	7.06	15.05	10.45	6.54	12.24	9.71	1.00	2.13	1.48	0.93	1.73	1.38
10% OR HIGHER	11.15	25.11	21.42	7.61	21.05	14.31	1.00	2.25	1.92	0.68	1.89	1.28
GROUP TOTAL	5.95	13.02	8.08	5.65	12.95	10.34	1.00	2.19	1.36	0.95	2.18	1.74
REGION												
NORTHEASTERN	6.26	15.15	9.90	5.84	12.45	11.12	1.00	2.42	1.58	0.93	1.99	1.78
NORTH CENTRAL	7.07	18.29	10.45	6.15	14.02	10.80	1.00	2.59	1.48	0.87	1.98	1.53
SOUTH	4.77	10.26	5.96	4.96	12.98	10.36	1.00	2.15	1.25	1.04	2.72	2.17
WEST	5.65	12.58	8.53	5.71	11.46	9.95	1.00	2.23	1.51	1.01	2.03	1.76
GROUP TOTAL	5.95	13.02	8.08	5.65	12.95	10.34	1.00	2.19	1.36	0.95	2.18	1.74
METRO. RESIDENCE												
CENTRAL CITY	6.38	14.70	8.41	5.23	13.41	10.54	1.00	2.30	1.32	0.82	2.10	1.65
SUBURBAN	5.43	9.79	7.34	5.22	11.37	8.14	1.00	1.80	1.35	0.96	2.09	1.50
NOT SMSA	6.28	12.76	7.87	6.62	13.32	16.34	1.00	2.03	1.25	1.05	2.12	2.60
GROUP TOTAL	5.95	13.02	8.08	5.65	12.95	10.34	1.00	2.19	1.36	0.95	2.18	1.74

SECTION 2: INTERMITTENT EMPLOYMENT RATES

GROUPS:	PERCENT UNEMPLOYED/UNDEREMPLOYED						RATIO TO MAJORITY MALES					
	MALES			FEMALES			MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE												
14-19	9.61	13.00	10.81	5.75	9.25	6.79	1.00	1.35	1.12	0.60	0.96	0.71
20-24	9.38	19.82	15.08	5.78	12.82	7.95	1.00	2.11	1.61	0.62	1.37	0.85
25-34	5.61	10.61	9.57	4.13	9.16	7.56	1.00	1.89	1.71	0.74	1.63	1.35
35-44	3.60	10.95	5.82	3.36	6.95	7.23	1.00	3.04	1.62	0.93	1.93	2.01
45-64	3.46	8.05	6.48	2.87	4.87	7.52	1.00	2.33	1.87	0.83	1.41	2.17
GROUP TOTAL	5.31	11.47	9.05	4.00	8.10	7.38	1.00	2.16	1.70	0.75	1.53	1.39
EDUCATION												
LESS THAN HS	8.37	14.63	11.46	5.42	8.60	9.38	1.00	1.75	1.37	0.65	1.03	1.12
HIGH SCHOOL	5.98	11.45	7.69	4.27	8.93	6.91	1.00	1.91	1.29	0.71	1.49	1.16
SOME COLLEGE	4.16	6.61	6.13	2.95	7.14	4.89	1.00	1.59	1.47	0.71	1.72	1.18
COLLEGE	1.78	4.86	2.98	2.73	4.95	2.70	1.00	2.73	1.67	1.53	2.78	1.52
GROUP TOTAL	5.32	11.47	9.05	4.00	8.10	7.38	1.00	2.16	1.70	0.75	1.52	1.39
GED SCORES												
0-3	8.44	13.61	11.63	5.73	9.52	9.32	1.00	1.61	1.38	0.68	1.13	1.10
4-5	3.70	7.19	5.36	2.76	6.01	4.38	1.00	1.94	1.45	0.75	1.62	1.18
GROUP TOTAL	5.32	11.47	9.05	4.00	8.10	7.38	1.00	2.16	1.70	0.75	1.52	1.39
SPECIFIC VOC. PREP.												
UP TO 3 MONTHS	8.71	14.58	12.61	5.98	9.36	8.86	1.00	1.67	1.45	0.69	1.07	1.02
3 MOS. - 1 YEAR	6.74	11.11	9.24	4.19	8.92	7.58	1.00	1.65	1.37	0.62	1.32	1.12
OVER 1 YEAR	3.66	8.61	6.11	2.70	5.35	5.32	1.00	2.35	1.67	0.74	1.46	1.45
GROUP TOTAL	5.32	11.47	9.05	4.00	8.10	7.38	1.00	2.16	1.70	0.75	1.52	1.39
LOCAL UNEMPLOYMENT												
6% OR LESS	4.52	11.79	9.18	3.17	7.92	7.68	1.00	2.61	2.03	0.70	1.75	1.70
7-9%	6.13	10.45	8.54	5.04	7.79	6.81	1.00	1.70	1.39	0.82	1.27	1.11
10% OR HIGHER	7.49	16.10	13.57	5.59	12.58	0.78	1.00	2.15	1.81	0.75	1.68	0.10
GROUP TOTAL	5.32	11.47	9.05	4.00	8.10	7.38	1.00	2.16	1.70	0.75	1.52	1.39
REGION												
NORTHEASTERN	5.39	11.08	8.14	4.71	6.83	7.56	1.00	2.06	1.51	0.87	1.27	1.40
NORTH CENTRAL	5.57	10.40	7.87	4.07	9.47	5.90	1.00	1.87	1.41	0.73	1.70	1.06
SOUTH	4.64	11.25	8.83	3.31	7.81	5.58	1.00	2.42	1.90	0.71	1.68	1.20
WEST	5.91	15.74	9.73	4.09	9.08	8.71	1.00	2.66	1.65	0.69	1.54	1.47
GROUP TOTAL	5.31	11.47	9.05	4.00	8.10	7.38	1.00	2.16	1.70	0.75	1.53	1.39
METRO. RESIDENCE												
CENTRAL CITY	5.74	10.75	9.32	3.93	7.49	7.07	1.00	1.87	1.62	0.68	1.30	1.23
SUBURBAN	4.72	10.62	8.10	3.55	9.32	7.50	1.00	2.25	1.72	0.75	1.97	1.59
NOT SMSA	5.70	14.69	11.35	4.43	8.37	8.78	1.00	2.58	1.99	0.78	1.47	1.54
GROUP TOTAL	5.31	11.47	9.05	4.00	8.10	7.38	1.00	2.16	1.70	0.75	1.53	1.39

SECTION 3: INVOLUNTARY PART-TIME EMPLOYMENT

GROUPS:	PERCENT UNEMPLOYED/UNDEREMPLOYED						RATIO TO MAJORITY MALES					
	MALES			FEMALES			MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE												
14-19	3.47	5.33	7.82	4.49	4.47	8.77	1.00	1.54	2.25	1.29	1.29	2.53
20-24	4.49	7.07	6.16	4.60	7.85	5.80	1.00	1.57	1.37	1.02	1.75	1.29
25-34	2.83	3.81	5.56	2.99	4.77	5.99	1.00	1.35	1.96	1.06	1.69	2.12
35-44	2.09	4.24	4.61	3.27	5.86	5.24	1.00	2.03	2.21	1.56	2.80	2.51
45-64	1.83	5.33	5.39	3.57	7.20	3.11	1.00	2.91	2.95	1.95	3.93	1.70
GROUP TOTAL	2.70	4.98	5.72	3.60	6.08	5.52	1.00	1.84	2.12	1.33	2.25	2.04
EDUCATION												
LESS THAN HS	3.83	6.85	7.32	5.32	8.42	7.88	1.00	1.79	1.91	1.39	2.20	2.06
HIGH SCHOOL	3.29	4.70	5.10	3.77	5.99	4.99	1.00	1.43	1.55	1.15	1.82	1.52
SOME COLLEGE	1.98	2.21	3.23	2.49	4.77	1.65	1.00	1.12	1.63	1.26	2.41	0.83
COLLEGE	1.06	2.25	1.55	2.32	1.49	1.57	1.00	2.12	1.46	2.19	1.41	1.48
GROUP TOTAL	2.70	4.98	5.72	3.60	6.08	5.52	1.00	1.84	2.12	1.33	2.25	2.04
GED SCORES												
0-3	4.07	6.42	7.32	5.17	7.44	7.05	1.00	1.58	1.80	1.27	1.83	1.73
4-5	1.97	2.09	3.46	2.45	3.97	3.22	1.00	1.06	1.76	1.24	2.02	1.63
GROUP TOTAL	2.70	4.98	5.72	3.60	6.08	5.52	1.00	1.84	2.12	1.33	2.25	2.04
SPECIFIC VOC. PREP.												
UP TO 3 MONTHS	4.33	6.07	6.28	6.07	8.50	7.65	1.00	1.40	1.45	1.40	1.96	1.77
3 MOS. - 1 YEAR	2.83	4.70	6.42	3.52	5.46	5.76	1.00	1.66	2.27	1.24	1.93	2.04
OVER 1 YEAR	2.16	4.16	4.73	2.24	3.77	2.61	1.00	1.93	2.19	1.04	1.75	1.21
GROUP TOTAL	2.70	4.98	5.72	3.60	6.08	5.52	1.00	1.84	2.12	1.33	2.25	2.04
LOCAL UNEMPLOYMENT												
6% OR LESS	2.56	5.52	5.90	3.17	5.78	5.68	1.00	2.16	2.30	1.24	2.26	2.22
7-9%	2.98	4.61	5.13	4.10	5.95	5.10	1.00	1.55	1.72	1.38	2.00	1.71
10% OR HIGHER	2.12	2.09	7.39	4.68	10.31	4.41	1.00	0.99	3.49	2.21	4.86	2.08
GROUP TOTAL	2.70	4.98	5.72	3.60	6.08	5.52	1.00	1.84	2.12	1.33	2.25	2.04
REGION												
NORTHEASTERN	2.37	4.29	4.56	3.96	4.76	3.87	1.00	1.81	1.92	1.67	2.01	1.63
NORTH CENTRAL	2.93	2.92	6.54	3.67	5.92	4.39	1.00	1.00	2.23	1.25	2.02	1.50
SOUTH	2.51	6.01	6.48	3.35	6.97	4.83	1.00	2.39	2.58	1.33	2.78	1.92
WEST	3.08	5.22	5.40	3.43	4.19	6.76	1.00	1.69	1.75	1.11	1.36	2.19
GROUP TOTAL	2.70	4.98	5.72	3.60	6.08	5.52	1.00	1.84	2.12	1.33	2.25	2.04
METRO. RESIDENCE												
CENTRAL CITY	2.86	4.79	5.29	3.08	5.31	4.35	1.00	1.67	1.85	1.08	1.86	1.52
SUBURBAN	2.16	3.84	6.03	3.08	5.11	5.69	1.00	1.78	2.79	1.43	2.37	2.63
NOT SMSA	3.16	6.54	5.99	4.38	9.06	8.79	1.00	2.07	1.90	1.39	2.87	2.78
GROUP TOTAL	2.70	4.98	5.72	3.60	6.08	5.52	1.00	1.84	2.12	1.33	2.25	2.04

SECTION 4: MARGINAL JOBS

GROUPS:	PERCENT UNEMPLOYED/UNDEREMPLOYED						RATIO TO MAJORITY MALES					
	MALES			FEMALES			MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE												
14-19	28.61	33.94	26.23	40.04	24.85	28.22	1.00	1.19	0.92	1.40	0.87	0.99
20-24	9.09	18.29	15.37	15.47	17.17	17.76	1.00	2.01	1.69	1.70	1.89	1.95
25-34	2.34	8.47	8.45	9.08	14.48	19.56	1.00	3.62	3.61	3.88	6.19	8.36
35-44	1.31	6.07	8.20	9.20	19.74	12.17	1.00	4.63	6.26	7.02	15.07	9.29
45-64	1.77	8.86	7.82	10.52	30.77	18.29	1.00	5.01	4.42	5.94	17.38	10.33
GROUP TOTAL	5.28	11.86	11.25	13.86	21.66	18.47	1.00	2.25	2.13	2.63	4.10	3.50
EDUCATION												
LESS THAN HS	12.41	15.71	15.73	32.28	39.64	29.89	1.00	1.27	1.27	2.60	3.19	2.41
HIGH SCHOOL	3.85	10.78	8.23	12.71	17.85	12.60	1.00	2.80	2.14	3.30	4.64	3.27
SOME COLLEGE	4.25	8.64	6.28	7.83	9.19	7.23	1.00	2.03	1.48	1.84	2.16	1.70
COLLEGE	0.73	3.50	0.99	1.90	1.97	2.46	1.00	4.79	1.36	2.60	2.70	3.37
GROUP TOTAL	5.28	11.86	11.25	13.86	21.66	18.47	1.00	2.25	2.13	2.63	4.10	3.50
LOCAL UNEMPLOYMENT												
6% OR LESS	5.07	11.27	10.41	13.30	23.26	18.59	1.00	2.22	2.05	2.62	4.59	3.67
7-9%	5.45	12.88	13.69	14.42	20.56	18.67	1.00	2.36	2.51	2.65	3.77	3.43
10% OR HIGHER	6.22	10.06	10.14	16.05	12.94	4.18	1.00	1.62	1.63	2.58	2.08	0.67
GROUP TOTAL	5.28	11.86	11.25	13.86	21.66	18.47	1.00	2.25	2.13	2.63	4.10	3.50
REGION												
NORTHEASTERN	6.50	12.34	15.95	13.84	16.96	16.49	1.00	1.90	2.45	2.13	2.61	2.54
NORTH CENTRAL	5.49	12.36	16.93	15.44	16.75	17.87	1.00	2.25	3.08	2.81	3.05	3.26
SOUTH	4.53	12.10	9.09	12.73	26.73	17.91	1.00	2.67	2.01	2.81	5.90	3.95
WEST	4.59	8.52	10.16	13.13	14.21	19.67	1.00	1.86	2.21	2.86	3.10	4.29
GROUP TOTAL	5.28	11.86	11.25	13.86	21.66	18.47	1.00	2.25	2.13	2.63	4.10	3.50
METRO. RESIDENCE												
CENTRAL CITY	6.44	13.66	13.94	13.02	20.55	18.93	1.00	2.12	2.16	2.02	3.19	2.94
SUBURBAN	5.10	8.09	9.07	13.11	17.89	16.55	1.00	1.59	1.78	2.57	3.51	3.25
NOT SMSA	4.84	11.34	10.10	14.91	29.11	21.42	1.00	2.34	2.09	3.08	6.01	4.43
GROUP TOTAL	5.28	11.86	11.25	13.86	21.66	18.47	1.00	2.25	2.13	2.63	4.10	3.50

SECTION 5: WORKERS IN POVERTY HOUSEHOLDS

GROUPS:	PERCENT UNEMPLOYED/UNDEREMPLOYED						RATIO TO MAJORITY MALES					
	MALES			FEMALES			MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE												
14-19	1.77	3.74	3.50	1.26	2.81	3.43	1.00	2.11	1.98	0.71	1.59	1.94
20-24	2.25	4.97	5.03	2.20	4.49	2.71	1.00	2.21	2.24	0.98	2.00	1.20
25-34	1.96	4.49	5.01	1.77	5.97	3.76	1.00	2.29	2.56	0.90	3.05	1.92
35-44	2.33	4.22	8.00	1.88	7.03	3.68	1.00	1.81	3.43	0.81	3.02	1.58
45-64	2.00	4.81	5.06	1.64	9.29	3.22	1.00	2.40	2.53	0.82	4.64	1.61
GROUP TOTAL	2.07	4.51	5.42	1.79	6.64	3.55	1.00	2.18	2.62	0.86	3.21	1.71
EDUCATION												
LESS THAN HS	3.79	6.44	7.71	2.84	10.52	5.71	1.00	1.70	2.03	0.75	2.78	1.51
HIGH SCHOOL	1.73	3.81	3.74	1.65	5.50	2.13	1.00	2.20	2.16	0.95	3.18	1.23
SOME COLLEGE	1.73	2.10	2.22	1.39	5.27	1.82	1.00	1.21	1.28	0.80	3.05	1.05
COLLEGE	1.04	2.76	1.75	1.37	1.55	1.38	1.00	2.65	1.68	1.32	1.49	1.33
GROUP TOTAL	2.07	4.51	5.42	1.79	6.64	3.55	1.00	2.18	2.62	0.86	3.21	1.71
GED SCORES												
0-3	2.42	5.11	6.67	2.30	8.64	4.30	1.00	2.11	2.76	0.95	3.57	1.78
4-5	1.93	3.48	3.53	1.41	3.41	2.34	1.00	1.80	1.83	0.73	1.77	1.21
GROUP TOTAL	2.07	4.51	5.42	1.79	6.64	3.55	1.00	2.18	2.62	0.86	3.21	1.71
SPECIFIC VOC. PREP.												
UP TO 3 MONTHS	2.12	4.30	6.90	2.71	9.49	4.28	1.00	2.03	3.25	1.28	4.48	2.02
3 MOS. - 1 YEAR	2.09	5.14	5.50	1.60	5.68	3.79	1.00	2.46	2.63	0.77	2.72	1.81
OVER 1 YEAR	2.05	4.02	4.19	1.41	4.21	2.32	1.00	1.96	2.04	0.69	2.05	1.13
GROUP TOTAL	2.07	4.51	5.42	1.79	6.64	3.55	1.00	2.18	2.62	0.86	3.21	1.71
LOCAL UNEMPLOYMENT												
6% OR LESS	2.15	5.80	5.62	1.98	7.67	3.68	1.00	2.70	2.61	0.92	3.57	1.71
7-9%	2.05	2.87	4.93	1.60	5.86	3.32	1.00	1.40	2.40	0.78	2.86	1.62
10% OR HIGHER	1.43	3.43	3.15	1.03	1.59	0.0	1.00	2.40	2.20	0.72	1.11	0.0
GROUP TOTAL	2.07	4.51	5.42	1.79	6.64	3.55	1.00	2.18	2.62	0.86	3.21	1.71
REGION												
NORTHEASTERN	1.31	2.24	5.29	1.64	3.64	3.13	1.00	1.71	4.04	1.25	2.78	2.39
NORTH CENTRAL	2.03	2.27	4.41	1.54	5.36	4.22	1.00	1.12	2.17	0.76	2.64	2.08
SOUTH	2.76	6.19	7.58	2.08	8.79	4.19	1.00	2.24	2.75	0.75	3.18	1.52
WEST	1.98	4.54	4.14	1.90	3.57	3.18	1.00	2.29	2.09	0.96	1.80	1.61
GROUP TOTAL	2.07	4.51	5.42	1.79	6.64	3.55	1.00	2.18	2.62	0.86	3.21	1.71
METRO. RESIDENCE												
CENTRAL CITY	1.56	2.88	6.04	1.85	6.94	3.78	1.00	1.85	3.87	1.19	4.45	2.42
SUBURBAN	1.17	3.25	3.78	1.22	3.96	3.25	1.00	2.78	3.23	1.04	3.38	2.78
NOT SMSA	3.42	9.42	7.82	2.22	8.60	4.50	1.00	2.75	2.29	0.65	2.51	1.32
GROUP TOTAL	2.07	4.51	5.42	1.79	6.64	3.55	1.00	2.18	2.62	0.86	3.21	1.71

SECTION 6: OVEREDUCATION

GROUPS:	PERCENT UNEMPLOYED/UNDEREMPLOYED						RATIO TO MAJORITY MALES					
	MALES			FEMALES			MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE												
14-19	16.74	14.91	13.94	12.60	15.80	8.48	1.00	0.89	0.83	0.75	0.94	0.51
20-24	38.61	43.95	30.74	30.32	35.24	19.79	1.00	1.14	0.80	0.79	0.91	0.51
25-34	31.22	39.40	26.30	24.33	28.82	21.36	1.00	1.26	0.84	0.78	0.92	0.68
35-44	20.20	31.24	16.11	20.98	23.20	16.12	1.00	1.55	0.80	1.04	1.15	0.80
45-64	15.82	18.95	12.55	17.35	14.30	14.96	1.00	1.20	0.79	1.10	0.90	0.95
GROUP TOTAL	23.74	30.54	20.49	21.23	23.90	17.17	1.00	1.29	0.86	0.89	1.01	0.72
EDUCATION												
HIGH SCHOOL	31.29	53.32	45.36	21.65	32.60	27.52	1.00	1.70	1.45	0.69	1.04	0.88
SOME COLLEGE	28.66	49.21	38.95	30.13	43.93	32.48	1.00	1.72	1.36	1.05	1.53	1.13
COLLEGE	32.95	39.49	35.42	35.37	30.82	36.57	1.00	1.20	1.07	1.07	0.94	1.11
GROUP TOTAL	23.75	30.54	20.49	21.23	23.90	17.17	1.00	1.29	0.86	0.89	1.01	0.72
SPECIFIC VOC. PREP.												
UP TO 3 MONTHS	51.03	45.16	32.95	41.93	36.44	25.70	1.00	0.88	0.65	0.82	0.71	0.50
3 MOS. - 1 YEAR	41.33	37.60	27.44	24.28	25.03	18.69	1.00	0.91	0.66	0.59	0.61	0.45
OVER 1 YEAR	7.68	7.39	5.26	6.71	5.94	4.74	1.00	0.96	0.68	0.87	0.77	0.62
GROUP TOTAL	23.77	30.54	20.50	21.23	23.90	17.17	1.00	1.28	0.86	0.89	1.01	0.72
LOCAL UNEMPLOYMENT												
6% OR LESS	22.93	29.77	19.72	21.68	24.40	16.84	1.00	1.30	0.86	0.95	1.06	0.73
7-9%	24.54	30.98	22.98	20.40	22.96	18.64	1.00	1.26	0.94	0.83	0.94	0.76
10% OR HIGHER	26.33	35.38	10.83	22.56	25.85	1.99	1.00	1.34	0.41	0.86	0.98	0.08
GROUP TOTAL	23.75	30.54	20.49	21.23	23.90	17.17	1.00	1.29	0.86	0.89	1.01	0.72
REGION												
NORTHEASTERN	23.49	29.97	22.24	20.38	18.88	19.76	1.00	1.28	0.95	0.87	0.80	0.84
NORTH CENTRAL	25.07	29.84	22.25	22.19	22.81	14.83	1.00	1.19	0.89	0.89	0.91	0.59
SOUTH	21.18	30.39	17.78	19.21	25.44	14.95	1.00	1.43	0.84	0.91	1.20	0.71
WEST	26.16	33.98	21.48	23.98	27.41	18.02	1.00	1.30	0.82	0.92	1.05	0.69
GROUP TOTAL	23.74	30.54	20.49	21.23	23.90	17.17	1.00	1.29	0.86	0.89	1.01	0.72
METRO. RESIDENCE												
CENTRAL CITY	25.54	31.02	19.67	20.93	22.71	17.25	1.00	1.21	0.77	0.82	0.89	0.68
SUBURBAN	23.03	31.92	21.05	21.47	22.59	18.74	1.00	1.39	0.91	0.93	0.98	0.81
NOT SMSA	22.92	27.99	21.11	21.04	26.06	12.05	1.00	1.22	0.92	0.92	1.14	0.53
GROUP TOTAL	23.75	30.54	20.49	21.23	23.90	17.17	1.00	1.29	0.86	0.89	1.01	0.72

SECTION 7: INEQUITABLE PAY

GROUPS:	PERCENT UNEMPLOYED/UNDEREMPLOYED						RATIO TO MAJORITY MALES					
	MALES			FEMALES			MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE												
14-19	4.16	2.10	6.05	3.98	2.74	7.40	1.00	0.50	1.45	0.96	0.66	1.78
20-24	10.46	10.72	14.91	17.66	10.65	17.22	1.00	1.02	1.43	1.69	1.02	1.65
25-34	14.02	18.67	18.98	25.28	29.23	31.05	1.00	1.33	1.35	1.80	2.08	2.21
35-44	15.97	24.38	26.81	34.50	42.97	40.79	1.00	1.53	1.68	2.16	2.69	2.55
45-64	16.91	26.64	20.96	38.87	39.85	41.86	1.00	1.58	1.24	2.30	2.36	2.48
GROUP TOTAL	13.85	19.01	18.90	27.02	29.14	29.91	1.00	1.37	1.36	1.95	2.10	2.16
EDUCATION												
LESS THAN HS	12.05	17.82	18.32	18.71	26.77	24.98	1.00	1.48	1.52	1.55	2.22	2.07
HIGH SCHOOL	14.35	20.48	19.93	30.40	31.98	34.85	1.00	1.43	1.39	2.12	2.23	2.43
SOME COLLEGE	14.13	19.05	18.90	28.19	29.06	30.61	1.00	1.35	1.34	2.00	2.06	2.17
COLLEGE	14.75	17.80	19.02	26.24	25.46	32.31	1.00	1.21	1.29	1.78	1.73	2.19
GROUP TOTAL	13.85	19.01	18.90	27.02	29.14	29.91	1.00	1.37	1.36	1.95	2.10	2.16
GED SCORES												
0-3	11.17	17.19	17.17	21.64	27.55	27.51	1.00	1.54	1.54	1.94	2.47	2.46
4-5	14.99	22.34	21.27	30.97	31.58	33.79	1.00	1.49	1.42	2.07	2.11	2.25
GROUP TOTAL	13.85	19.01	18.90	27.03	29.14	29.91	1.00	1.37	1.36	1.95	2.10	2.16
SPECIFIC VOC. PREP.												
UP TO 3 MONTHS	9.34	12.77	15.66	17.09	22.90	22.80	1.00	1.37	1.68	1.83	2.45	2.44
3 MOS. - 1 YEAR	11.95	21.08	17.56	27.30	31.47	32.09	1.00	1.76	1.47	2.28	2.63	2.69
OVER 1 YEAR	16.05	23.24	22.51	32.58	34.12	35.23	1.00	1.45	1.40	2.03	2.13	2.20
GROUP TOTAL	13.85	19.01	18.91	27.03	29.14	29.91	1.00	1.37	1.37	1.95	2.10	2.16
LOCAL UNEMPLOYMENT												
6% OR LESS	14.71	19.76	18.15	27.33	29.23	28.95	1.00	1.34	1.23	1.86	1.99	1.97
7-9%	12.98	18.60	21.19	27.01	29.88	32.82	1.00	1.43	1.63	2.08	2.30	2.53
10% OR HIGHER	11.32	13.96	13.79	23.70	22.39	21.87	1.00	1.23	1.22	2.09	1.98	1.93
GROUP TOTAL	13.85	19.01	18.90	27.03	29.14	29.91	1.00	1.37	1.36	1.95	2.10	2.16
REGION												
NORTHEASTERN	13.47	16.58	25.04	26.12	28.58	36.08	1.00	1.23	1.86	1.94	2.12	2.68
NORTH CENTRAL	13.29	16.69	17.50	26.74	28.91	36.06	1.00	1.26	1.32	2.01	2.18	2.71
SOUTH	14.86	20.45	20.03	29.22	30.48	31.55	1.00	1.38	1.35	1.97	2.05	2.12
WEST	13.57	20.84	16.38	25.08	23.59	25.56	1.00	1.54	1.21	1.85	1.74	1.88
GROUP TOTAL	13.85	19.01	18.90	27.02	29.14	29.91	1.00	1.37	1.36	1.95	2.10	2.16

SECTION 7: INEQUITABLE PAY (CONTINUED)

METRO. RESIDENCE												
CENTRAL CITY	13.45	18.60	21.19	27.14	29.93	31.38	1.00	1.38	1.58	2.02	2.23	2.33
SUBURBAN	11.63	20.24	16.17	26.31	29.99	30.38	1.00	1.74	1.39	2.26	2.58	2.61
NOT SMSA	17.05	18.97	19.38	28.98	26.46	25.90	1.00	1.11	1.14	1.70	1.55	1.52
GROUP TOTAL	13.85	19.01	18.90	27.02	29.14	29.91	1.00	1.37	1.36	1.95	2.10	2.16

This table may be read as follows: 14.65 percent of majority males ages 14 to 19 were unemployed in March 1980, compared with 34.94 percent of black males, 2.38 times higher, or a ratio of 2.38 to 1.

Source: Commission tabulations from the Current Population Survey.

PART 2: DIFFERENCES BETWEEN MAJORITY MALES AND OTHER GROUPS
SECTION 1: UNEMPLOYMENT RATES

GROUPS:	MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE						
14-19	0.0	20.29	-0.48	-0.77	24.03	7.18
20-24	0.0	11.15	-1.52	-3.89	10.62	0.12
25-34	0.0	7.47	2.71	-0.40	7.06	4.13
35-44	0.0	3.11	2.79	0.52	3.78	5.26
45-64	0.0	3.17	2.16	-0.04	1.69	2.71
GROUP TOTAL	0.0	7.07	2.13	-0.30	7.00	4.39
EDUCATION						
LESS THAN HS	0.0	4.88	-0.79	-0.47	7.41	4.54
HIGH SCHOOL	0.0	6.45	0.63	-0.69	6.57	1.02
SOME COLLEGE	0.0	6.47	1.37	-0.29	5.42	2.87
COLLEGE	0.0	3.93	2.17	0.81	1.51	1.23
GROUP TOTAL	0.0	7.07	2.13	-0.30	7.00	4.39
GED SCORES						
0-3	0.0	5.61	-0.09	-1.56	7.13	3.60
4-5	0.0	3.60	1.09	-0.24	2.24	1.07
GROUP TOTAL	0.0	7.07	2.13	-0.30	7.00	4.39
SPECIFIC VOC. PREP.						
UP TO 3 MONTHS	0.0	8.81	0.35	-2.03	9.74	2.92
3 MOS. - 1 YEAR	0.0	4.02	1.07	-1.39	3.28	2.54
OVER 1 YEAR	0.0	3.19	0.86	-0.53	1.15	2.16
GROUP TOTAL	0.0	7.06	2.12	-0.31	6.99	4.38
LOCAL UNEMPLOYMENT						
6% OR LESS	0.0	5.79	2.44	0.24	8.07	5.87
7-9%	0.0	7.99	3.39	-0.52	5.18	2.65
10% OR HIGHER	0.0	13.96	10.27	-3.54	9.90	3.16
GROUP TOTAL	0.0	7.07	2.13	-0.30	7.00	4.39
REGION						
NORTHEASTERN	0.0	8.89	3.64	-0.42	6.19	4.86
NORTH CENTRAL	0.0	11.22	3.38	-0.92	6.95	3.73
SOUTH	0.0	5.49	1.19	0.19	8.21	5.59
WEST	0.0	6.93	2.88	0.06	5.81	4.30
GROUP TOTAL	0.0	7.07	2.13	-0.30	7.00	4.39
METRO. RESIDENCE						
CENTRAL CITY	0.0	8.32	2.03	-1.15	7.03	4.16
SUBURBAN	0.0	4.36	1.91	-0.21	5.94	2.71
NOT SMSA	0.0	6.48	1.59	0.34	7.04	10.06
GROUP TOTAL	0.0	7.07	2.13	-0.30	7.00	4.39

DIFFERENCES BETWEEN MAJORITY MALES AND OTHER GROUPS
SECTION 2: INTERMITTENT EMPLOYMENT RATES

GROUPS:	MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE						
14-19	0.0	3.39	1.20	-3.86	-0.36	-2.82
20-24	0.0	10.44	5.70	-3.60	3.44	-1.43
25-34	0.0	5.00	3.96	-1.48	3.55	1.95
35-44	0.0	7.35	2.22	-0.24	3.35	3.63
45-64	0.0	4.59	3.02	-0.59	1.41	4.06
GROUP TOTAL	0.0	6.16	3.74	-1.31	2.79	2.07
EDUCATION						
LESS THAN HS	0.0	6.26	3.09	-2.95	0.23	1.01
HIGH SCHOOL	0.0	5.47	1.71	-1.71	2.95	0.93
SOME COLLEGE	0.0	2.45	1.97	-1.21	2.98	0.73
COLLEGE	0.0	3.08	1.20	0.95	3.17	0.92
GROUP TOTAL	0.0	6.15	3.73	-1.32	2.78	2.06
GED SCORES						
0-3	0.0	5.17	3.19	-2.71	1.08	0.88
4-5	0.0	3.49	1.66	-0.94	2.31	0.68
GROUP TOTAL	0.0	6.15	3.73	-1.32	2.78	2.06
SPECIFIC VOC. PREP.						
UP TO 3 MONTHS	0.0	5.87	3.90	-2.73	0.65	0.15
3 MOS. - 1 YEAR	0.0	4.37	2.50	-2.55	2.18	0.84
OVER 1 YEAR	0.0	4.95	2.45	-0.96	1.69	1.66
GROUP TOTAL	0.0	6.15	3.73	-1.32	2.78	2.06
LOCAL UNEMPLOYMENT						
6% OR LESS	0.0	7.27	4.66	-1.35	3.40	3.16
7-9%	0.0	4.32	2.41	-1.09	1.66	0.68
10% OR HIGHER	0.0	8.61	6.08	-1.90	5.09	-6.71
GROUP TOTAL	0.0	6.15	3.73	-1.32	2.78	2.06
REGION						
NORTHEASTERN	0.0	5.69	2.75	-0.68	1.44	2.17
NORTH CENTRAL	0.0	4.83	2.30	-1.50	3.90	0.33
SOUTH	0.0	6.61	4.19	-1.33	3.17	0.94
WEST	0.0	9.83	3.82	-1.82	3.17	2.80
GROUP TOTAL	0.0	6.16	3.74	-1.31	2.79	2.07
METRO. RESIDENCE						
CENTRAL CITY	0.0	5.01	3.58	-1.81	1.75	1.33
SUBURBAN	0.0	5.90	3.38	-1.17	4.60	2.78
NOT SMSA	0.0	8.99	5.65	-1.27	2.67	3.08
GROUP TOTAL	0.0	6.16	3.74	-1.31	2.79	2.07

DIFFERENCES BETWEEN MAJORITY MALES AND OTHER GROUPS
SECTION 3: INVOLUNTARY PART-TIME EMPLOYMENT

GROUPS:	MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE						
14-19	0.0	1.86	4.35	1.02	1.00	5.30
20-24	0.0	2.58	1.67	0.11	3.36	1.31
25-34	0.0	0.98	2.73	0.16	1.94	3.16
35-44	0.0	2.15	2.52	1.18	3.77	3.15
45-64	0.0	3.50	3.56	1.74	5.37	1.28
GROUP TOTAL	0.0	2.28	3.02	0.90	3.38	2.82
EDUCATION						
LESS THAN HS	0.0	3.02	3.49	1.49	4.59	4.05
HIGH SCHOOL	0.0	1.31	1.81	0.48	2.70	1.70
SOME COLLEGE	0.0	0.23	1.25	0.51	2.79	-0.33
COLLEGE	0.0	1.19	0.49	1.26	0.43	0.51
GROUP TOTAL	0.0	2.28	3.02	0.90	3.38	2.82
GED SCORES						
0-3	0.0	2.35	3.25	1.10	3.37	2.98
4-5	0.0	0.12	1.49	0.48	2.00	1.25
GROUP TOTAL	0.0	2.28	3.02	0.90	3.38	2.82
SPECIFIC VOC. PREP.						
UP TO 3 MONTHS	0.0	1.74	1.95	1.74	4.17	3.32
3 MOS. - 1 YEAR	0.0	1.87	3.59	0.69	2.63	2.93
OVER 1 YEAR	0.0	2.00	2.57	0.08	1.61	0.45
GROUP TOTAL	0.0	2.28	3.02	0.90	3.38	2.82
LOCAL UNEMPLOYMENT						
6% OR LESS	0.0	2.96	3.34	0.61	3.22	3.12
7-9%	0.0	1.63	2.15	1.12	2.97	2.12
10% OR HIGHER	0.0	-0.03	5.27	2.56	8.19	2.29
GROUP TOTAL	0.0	2.28	3.02	0.90	3.38	2.82
REGION						
NORTHEASTERN	0.0	1.92	2.19	1.59	2.39	1.50
NORTH CENTRAL	0.0	-0.01	3.61	0.74	2.99	1.46
SOUTH	0.0	3.50	3.97	0.84	4.46	2.32
WEST	0.0	2.14	2.32	0.35	1.11	3.68
GROUP TOTAL	0.0	2.28	3.02	0.90	3.38	2.82
METRO. RESIDENCE						
CENTRAL CITY	0.0	1.93	2.43	0.22	2.45	1.49
SUBURBAN	0.0	1.68	3.87	0.92	2.95	3.53
NOT SMSA	0.0	3.38	2.83	1.22	5.90	5.63
GROUP TOTAL	0.0	2.28	3.02	0.90	3.38	2.82

DIFFERENCES BETWEEN MAJORITY MALES AND OTHER GROUPS
SECTION 4: MARGINAL JOBS

GROUPS:	MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE						
14-19	0.0	5.33	-2.38	11.43	-3.76	-0.39
20-24	0.0	9.20	6.28	6.38	8.08	8.67
25-34	0.0	6.13	6.11	6.74	12.14	17.22
35-44	0.0	4.76	6.89	7.89	18.43	10.86
45-64	0.0	7.09	6.05	8.7[illegible]	29.00	16.52
GROUP TOTAL	0.0	6.58	5.97	8.58	16.[illegible]8	13.19
EDUCATION						
LESS THAN HS	0.0	3.30	3.32	19.87	27.23	17.48
HIGH SCHOOL	0.0	6.93	4.38	8.86	14.00	8.75
SOME COLLEGE	0.0	4.39	2.03	3.58	4.94	2.98
COLLEGE	0.0	2.77	0.26	1.17	1.24	1.73
GROUP TOTAL	0.0	6.58	5.97	8.58	16.38	13.19
LOCAL UNEMPLOYMENT						
6% OR LESS	0.0	6.20	5.34	8.23	18.19	13.52
7-9%	0.0	7.43	8.24	8.97	15.11	13.22
10% OR HIGHER	0.0	3.84	3.92	9.83	6.72	-2.04
GROUP TOTAL	0.0	6.58	5.97	8.58	16.38	13.19
REGION						
NORTHEASTERN	0.0	5.84	9.45	7.34	10.46	9.99
NORTH CENTRAL	0.0	6.87	11.44	9.95	11.26	12.38
SOUTH	0.0	7.57	4.56	8.20	22.20	13.38
WEST	0.0	3.93	5.57	8.54	9.62	15.08
GROUP TOTAL	0.0	6.58	5.97	8.58	16.38	13.19
METRO. RESIDENCE						
CENTRAL CITY	0.0	7.22	7.50	6.58	14.11	12.49
SUBURBAN	0.0	2.99	3.97	8.01	12.79	11.45
NOT SMSA	0.0	6.50	5.26	10.07	24.27	16.58
GROUP TOTAL	0.0	6.58	5.97	8.58	16.[illegible]8	13.19

DIFFERENCES BETWEEN MAJORITY MALES AND OTHER GROUPS
SECTION 5: WORKERS IN POVERTY HOUSEHOLDS

GROUPS:	MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE						
14-19	0.0	1.97	1.73	-0.51	1.04	1.66
20-24	0.0	2.72	2.78	-0.05	2.24	0.46
25-34	0.0	2.53	3.05	-0.19	4.01	1.80
35-44	0.0	1.89	5.67	-0.45	4.70	1.35
45-64	0.0	2.81	3.06	-0.36	7.29	1.22
GROUP TOTAL	0.0	2.44	3.35	-0.28	4.57	1.48
EDUCATION						
LESS THAN HS	0.0	2.65	3.92	-0.95	6.73	1.92
HIGH SCHOOL	0.0	2.08	2.01	-0.08	3.77	0.40
SOME COLLEGE	0.0	0.37	0.49	-0.34	3.54	0.09
COLLEGE	0.0	1.72	0.71	0.33	0.51	0.34
GROUP TOTAL	0.0	2.44	3.35	-0.28	4.57	1.48
GED SCORES						
0-3	0.0	2.69	4.25	-0.12	6.22	1.88
4-5	0.0	1.55	1.60	-0.52	1.48	0.41
GROUP TOTAL	0.0	2.44	3.35	-0.28	4.57	1.48
SPECIFIC VOC. PREP.						
UP TO 3 MONTHS	0.0	2.18	4.78	0.59	7.37	2.16
3 MOS. - 1 YEAR	0.0	3.05	3.41	-0.49	3.59	1.70
OVER 1 YEAR	0.0	1.97	2.14	-0.64	2.16	0.27
GROUP TOTAL	0.0	2.44	3.35	-0.28	4.57	1.48
LOCAL UNEMPLOYMENT						
6% OR LESS	0.0	3.65	3.47	-0.17	5.52	1.53
7-9%	0.0	0.82	2.88	-0.45	3.81	1.27
10% OR HIGHER	0.0	2.00	1.72	-0.40	0.16	-1.43
GROUP TOTAL	0.0	2.44	3.35	-0.28	4.57	1.48
REGION						
NORTHEASTERN	0.0	0.93	3.98	0.33	2.33	1.82
NORTH CENTRAL	0.0	0.24	2.38	-0.49	3.33	2.19
SOUTH	0.0	3.43	4.82	-0.68	6.03	1.43
WEST	0.0	2.56	2.16	-0.08	1.59	1.20
GROUP TOTAL	0.0	2.44	3.35	-0.28	4.57	1.48
METRO. RESIDENCE						
CENTRAL CITY	0.0	1.32	4.48	0.29	5.38	2.22
SUBURBAN	0.0	2.08	2.61	0.05	2.79	2.08
NOT SMSA	0.0	6.00	4.40	-1.20	5.18	1.08
GROUP TOTAL	0.0	2.44	3.35	-0.28	4.57	1.48

DIFFERENCES BETWEEN MAJORITY MALES AND OTHER GROUPS
SECTION 6: OVEREDUCATION

GROUPS:	MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE						
14-19	0.0	-1.83	-2.80	-4.14	-0.94	-8.26
20-24	0.0	5.34	-7.87	-8.29	-3.37	-18.82
25-34	0.0	8.18	-4.92	-6.89	-2.40	-9.86
35-44	0.0	11.04	-4.09	0.78	3.00	-4.08
45-64	0.0	3.13	-3.27	1.53	-1.52	-0.86
GROUP TOTAL	0.0	6.80	-3.25	-2.51	0.16	-6.57
EDUCATION						
HIGH SCHOOL	0.0	22.03	14.07	-9.64	1.31	-3.77
SOME COLLEGE	0.0	20.55	10.29	1.47	15.27	3.82
COLLEGE	0.0	6.54	2.47	2.42	-2.13	3.62
GROUP TOTAL	0.0	6.79	-3.26	-2.52	0.15	-6.58
SPECIFIC VOC. PREP.						
UP TO 3 MONTHS	0.0	-5.87	-18.08	-9.10	-14.59	-25.33
3 MOS. - 1 YEAR	0.0	-3.73	-13.89	-17.05	-16.30	-22.64
OVER 1 YEAR	0.0	-0.29	-2.42	-0.97	-1.74	-2.94
GROUP TOTAL	0.0	6.77	-3.27	-2.54	0.13	-6.60
LOCAL UNEMPLOYMENT						
6% OR LESS	0.0	6.84	-3.21	-1.25	1.47	-6.09
7-9%	0.0	6.44	-1.56	-4.14	-1.58	-5.90
10% OR HIGHER	0.0	9.05	-15.50	-3.77	-0.48	-24.34
GROUP TOTAL	0.0	6.79	-3.26	-2.52	0.15	-6.58
REGION						
NORTHEASTERN	0.0	6.48	-1.25	-3.11	-4.61	-3.73
NORTH CENTRAL	0.0	4.77	-2.82	-2.88	-2.26	-10.24
SOUTH	0.0	9.21	-3.40	-1.97	4.26	-6.23
WEST	0.0	7.82	-4.68	-2.18	1.25	-8.14
GROUP TOTAL	0.0	6.80	-3.25	-2.51	0.16	-6.57
METRO. RESIDENCE						
CENTRAL CITY	0.0	5.48	-5.87	-4.61	-2.83	-8.29
SUBURBAN	0.0	8.89	-1.98	-1.56	-0.44	-4.29
NOT SMSA	0.0	5.07	-1.81	-1.88	3.14	-10.87
GROUP TOTAL	0.0	6.79	-3.26	-2.52	0.15	-6.58

DIFFERENCES BETWEEN MAJORITY MALES AND OTHER GROUPS
SECTION 7: INEQUITABLE PAY

GROUPS:	MALES			FEMALES		
	MAJORITY	BLACK	HISPANIC	MAJORITY	BLACK	HISPANIC
AGE						
14-19	0.0	-2.06	1.89	-0.18	-1.42	3.24
20-24	0.0	0.26	4.45	7.20	0.19	6.76
25-34	0.0	4.65	4.96	11.26	15.21	17.03
35-44	0.0	8.41	10.84	18.53	27.00	24.82
45-64	0.0	9.73	4.05	21.96	22.94	24.95
GROUP TOTAL	0.0	5.16	5.05	13.17	15.29	16.06
EDUCATION						
LESS THAN HS	0.0	5.77	6.27	6.66	14.72	12.93
HIGH SCHOOL	0.0	6.13	5.58	16.05	17.63	20.50
SOME COLLEGE	0.0	4.92	4.77	14.06	14.93	16.48
COLLEGE	0.0	3.05	4.27	11.49	10.71	17.56
GROUP TOTAL	0.0	5.16	5.05	13.17	15.29	16.06
GED SCORES						
0-3	0.0	6.02	6.00	10.47	16.38	16.34
4-5	0.0	7.35	6.28	15.98	16.59	18.80
GROUP TOTAL	0.0	5.16	5.05	13.18	15.29	16.06
SPECIFIC VOC. PREP.						
UP TO 3 MONTHS	0.0	3.43	6.32	7.75	13.56	13.46
3 MOS. - 1 YEAR	0.0	9.13	5.61	15.35	19.52	20.14
OVER 1 YEAR	0.0	7.19	6.46	16.53	18.07	19.18
GROUP TOTAL	0.0	5.16	5.06	13.18	15.29	16.06
LOCAL UNEMPLOYMENT						
6% OR LESS	0.0	5.05	3.44	12.62	14.52	14.24
7-9%	0.0	5.62	8.21	14.03	16.90	19.84
10% OR HIGHER	0.0	2.64	2.47	12.38	11.07	10.55
GROUP TOTAL	0.0	5.16	5.05	13.18	15.29	16.06
REGION						
NORTHEASTERN	0.0	3.11	11.57	12.65	15.11	22.61
NORTH CENTRAL	0.0	3.40	4.21	13.45	15.62	22.77
SOUTH	0.0	5.59	5.17	14.36	15.62	16.69
WEST	0.0	7.27	2.81	11.51	10.02	11.99
GROUP TOTAL	0.0	5.16	5.05	13.17	15.29	16.06
METRO. RESIDENCE						
CENTRAL CITY	0.0	5.15	7.74	13.69	16.48	17.93
SUBURBAN	0.0	8.61	4.54	14.68	18.36	18.75
NOT SMSA	0.0	1.92	2.33	11.93	9.41	8.85
GROUP TOTAL	0.0	5.16	5.05	13.17	15.29	16.06

This table may be read as follows: The unemployment rate for black males ages 14 to 19 was 20.29 percentage points higher than the rate for majority males.

Source: Commission tabulations from the Current Population Survey, March 1980.

* U. S. GOVERNMENT PRINTING OFFICE : 1982 383-049/119